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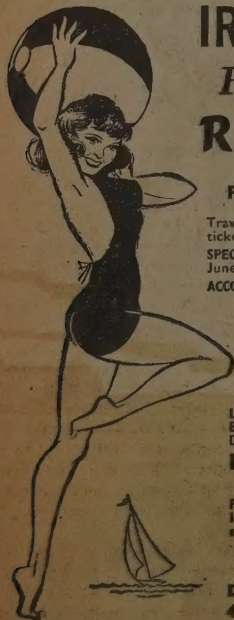
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NALGO's TASKS IN 1949

A New Year Message From The President

THE year just ended has been a critical one for our Association. It began in disappointment, when the National Arbitration Tribunal granted part only of our claim for improved salaries for local government officers. It has closed more hopefully, with continuing increases in membership and strength, great developments in the organisation and establishment of better conditions for our members in the health, electricity, gas, and transport services, and substantial progress towards the refashioning of our Association to equip it to meet the many tasks ahead.

The intervening period has been one of intense activity for all concerned with NALGO work—the National Executive Council, district and branch committees and their officers, the thousands of rank and file members who play their part in one way or another, and Headquarters and district staff.

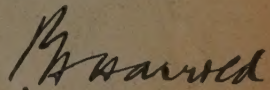
Nationally, every branch of the Association's work has had to meet and overcome problems more difficult and more numerous than we have ever had to face in a comparable period. We have helped to establish and to start on the right lines several new Whitley Councils for the health, electricity, and gas services. We have tackled, in the main successfully, an enormous volume of legislation affecting our members, and have striven to smooth the passage and protect the interests of thousands transferred from one class of local authority to another, or from local government to nationalised health and utility services. We are recasting our education and public relations policies to meet new needs and circumstances. Our ancillaries—Logomia, the Provident Society, the Building Society, and even the Benevolent and Orphan Fund—have had to adapt themselves to changing conditions. And all these changes have found their reflection in districts and branches, greatly increasing the burden upon their officers and committees.

In this atmosphere of disturbance and transition, it would not have been surprising had the Association lost some of its cohesion and strength. In fact, I believe it has gained in both. Notwithstanding the dispersion of effort and of membership, the need to engage upon many novel tasks, the disappointments in some fields and the frustration in others, we are, I am confident, stronger and more united than we have ever been.

Provided we maintain and develop those essential qualities, we can look to the year ahead with confidence. We face heavy tasks. We must win fair and assured conditions for our members in the new health and utility services. We must continue our efforts to remove the anomalies which still disturb the local government service, and to gain those improvements in the Charter which experience has shown to be

necessary. We must solve the continuing problems of the promotion examination and any new ones which an entrance examination may bring. We must complete the process, already begun, of refashioning our internal organisation to make NALGO's machinery operate speedily, smoothly, and to the equal advantage of all its members.

At various stages in our history some have believed that NALGO's major task had been completed. It was so when we won the superannuation battle. It was so when we established national Whitleyism and national scales. But those peaks in our achievement were not the summit: no sooner had we reached them than we saw other peaks, still higher, looming ahead. And thus, I believe, it will ever be: as one objective is attained, another presents itself. "Divine discontent" is the spur to progress, as complacency is its greatest enemy. And so, while rejoicing in the gains we have won, let us not falter but continue our onward march, confident in our strength, secure in our unity, firm in our resolve.



—and from the General Secretary

THE President, in his New Year message, has spoken of our Association's achievements in the past year, of its position to-day, and of the tasks which face it in the year ahead. In the articles which follow, some of the senior officers of the Association elaborate that review in greater detail in their particular fields of work. For my part, therefore, I shall content myself with a glance at the Association itself, its internal machinery, and its equipment to deal with the problems which confront it.

At the beginning of 1948, NALGO was very much as we have known it since early in its history. It had amended its constitution to enable it to admit to membership the officers of nationalised health and utility undertakings. It had expanded its staff so that it might the better handle the problems their admission brought. But its machinery of branch, district, National Executive Council, committees, and Conference, remained virtually as they had been for thirty years.

It was already clear that that machinery was no longer adequate for the changed and heavier tasks of to-day. It was necessary to ensure adequate representation in the councils of the Association for members in the new services, to enable them to manage their own affairs without encumbering and

Continued on next page, at foot of Column One.

IMMEDIATE OBJECTIVES FOR THE L.G.O.—

**Removal of
Anomalies**

**Better
Holidays**

**Grades to
£1,000 a Year**

**Group
Scales**

**Provincial
"Weighting"**

—WITH CHARTER REVISION THE LONG-TERM AIM

By J. E. N. DAVIS, NALGO's Chief Organisation Officer

ABOUT three-quarters of NALGO's members are subject to the salaries and conditions of service laid down by the National Joint Council for the local government service. In addition, the decisions of the National Joint Council affect indirectly those sections of our members now in the nationalised electricity and health services and those who are soon to go over to the nationalised gas service.

The year just ended opened with high expectations of improved salaries in the local government service. The increase in the cost of living since January, 1945, when the bonus then in operation was agreed, and evidence of higher salary standards in comparable services, warranted these expectations. Further, when the Charter was agreed in January, 1946, it was also agreed that the staff side would not seek an increase in the bonus for twelve months. This seemed at least to imply a new deal then. But when we did ask for a higher bonus, the local authority representatives on the National Joint Council were not to be persuaded. Instead, they offered to discuss consolidation. The staff side reluctantly agreed and urged improved salaries. But no progress was made, though the staff side strongly pressed its claim. Discussion became a series of ripostes. When the staff side quoted banks, the employers quoted railways. When the staff side pointed to insurance staffs, the employers pointed to other large commercial concerns. They also quoted the pre-war standards in local government and estimated that the gross initial cost of apply-

ing the Charter in the financial year 1946-47 was £4½ million and that the ultimate cost would not be less than £6 million. Naturally, the staff side retorted that these figures showed, not that prevailing standards were adequate, but that pre-war standards had been disgracefully low.

In this connection, it is clear from the many letters sent to Headquarters and to "L.G.S.," that some members do not appreciate the extent of the staff side's difficulties in obtaining improvements. The National Joint Council consists of 60 members (30 on each side) with an independent chairman (Sir Horace Wilson) appointed by the Minister of Health. Any decision reached must be approved by a majority of the 30 local authority representatives as well as by a majority of the 30 staff side representatives. To secure an improvement, the staff side must state its case persuasively, discuss and compromise, so that a majority of the employers will agree.

Case for Tribunal

Early in 1948, there was strong pressure on both sides of the National Council. There is no doubt that the employer representatives were being severely criticised by their own constituents—the local authorities—for what they had already conceded in the Charter. They were being told that they had given too much. On the other side, the staff representatives were being criticised for not securing enough. There were wide-spread and insistent demands that the claim should be forced to arbitration. There were serious doubts among the staff representatives about the desirability of arbitration. They felt—probably rightly—that with a little more time and a lot more persuasion, the employers could have been induced to make concessions. But, finally, both sides agreed to arbitrate.

The staff side submitted a strong, detailed, and complete case to the National Arbitration Tribunal. A reading of that case after the award confirmed that nothing had been left out which ought to have been urged and that, in the light of the hearing, it could not have been better pleaded. Eminent Counsel were engaged and all that could be done to secure a favourable decision was done. It is only fair to say that those present came away with the feeling that the Tribunal had given the case a most careful hearing.

Disappointment—But Some Gains

The Tribunal's award was disappointing. But there were gains. In the General Division, up to age 21, remuneration was increased, while the maximum was raised from £360 to £385 for men and from £288 to £308 for women, with a corresponding improvement in the Clerical Division. Since more than half the posts in the service are in the General and Clerical Divisions, a substantial number of officers gained some advantage, small though it was. In addition, women officers in the A.P.T. Division benefited.

Where did we go from there? Immediately, the staff side contended strongly in the National Joint Council that the award created serious anomalies between officers in the General and Clerical Divisions and those in

the A.P.T. and Miscellaneous Divisions. That claim is still being pressed and is still undecided. The employers have to be persuaded.

But it would be futile to attempt more than this at present. For, within a month of the Tribunal's award, the Government issued its famous White Paper on "Personal Incomes, Costs, and Prices." This stated that there was no justification at present for any rise in incomes from profits, rent, or other like sources, and that rises in wages or salaries should be asked for and agreed only in exceptional circumstances. The exceptional circumstances were defined as claims based upon increased output, or where incomes were below a reasonable standard of subsistence, or where it was in the national interest to attract sufficient manpower to under-manned essential industries. It has to be recognised that, so long as the policy enunciated in the White Paper is continued, the employers will resist any substantial variation of the salary scales and that there is no prospect of successful appeal to the National Arbitration Tribunal.

An issue which was referred to the National Arbitration Tribunal but was left undecided by it was "weighting" for London. This was again considered by the National Joint Council, and agreement was finally reached by a compromise which gave amounts that compare favourably with the "weighting" secured by other employees in the London area. But nobody on the staff side agrees that they are adequate.

The National Joint Council has dealt with many points arising out of the application of its recommendations. These decisions in the aggregate affect many officers. Usually they are more favourable than would be the case if the staff side were not there to indicate the staffs' view.

3,000 Successful Appeals

One great gain in the Charter was the right of appeal against grading. A large number of appeals was lodged by members, and 5,448 have been decided by provincial councils. Of these 3,054 are in favour of the officer. They add up to a worth-while improvement in gradings and salary standards.

The appeals machinery of the National Joint Council itself has been busy dealing with grading appeals upon which provincial councils have been unable to reach agreement, and with trade disputes reported to the Minister of Labour and National Service under the Conditions of Employment and National Arbitration Orders and referred by the Minister to the Council. This machinery has dealt with more than 100 officers.

In this connection, the Ministry of Labour—as the result of a direct approach by the Association—made during the year an important alteration in its practice. Hitherto, the Ministry had referred disputes to the National Joint Council under Article 2 (3) of the Order, under which the Council might promote a settlement, but its decision amounted to no more than a recommendation and was not binding upon the parties to the dispute. The Association urged that disputes should be referred under Article 2 (2), under

Continued from preceding page

slowing up the administrative machine, and, at the same time, to avoid any action which might tend to divide the Association into sectional groups and thus damage that fundamental unity in which lies its greatest strength.

During the year, the National Executive Council has been dealing with this major problem. Conference approved its proposals in broad outline and, since then, much progress has been made in establishing the organisation of semi-autonomous national and district consultative committees for the nationalised services. We are now going on to complete the structure.

Simultaneously, we have been expanding still further our Headquarters and district staff, revising our education and public relations policies, developing all our ancillaries to make them of ever greater service to an expanding membership, and generally streamlining every section of the Association's work. Notwithstanding the many difficulties—of staffing, of accommodation, of finance, and of materials—with which members are familiar enough in their own work, I believe it is fair to claim that NALGO is to-day as efficient as it has ever been and that, so long as it retains the confidence and receives the co-operation of members, it will be equal to the heaviest tasks the future may bring. And so I, too, look forward to 1949 with confidence and hope that, by the end of the year now dawning, our position as an Association, and the position of each one of our members, will be even better than it is to-day.

J. H. WARREN

which decisions of the Council are binding upon the parties. The Ministry agreed in respect both of the National Joint Council and the corresponding National Joint Industrial Council for Scotland. A number of cases has since been referred to the National Joint Council under Article 2 (2).

The Charter lays down that a General Division officer shall not be eligible for promotion to a higher grade unless he has passed the promotion examination of the Local Government Examinations Board or has secured the qualification of a recognised professional institute. This accords with the Association's long-term policy; it believes that such an examination is for the good of the service and is inescapable if the higher status we seek is to be won. But, obviously, some time must elapse before the scheme is carried out unconditionally. The National Joint Council agreed in April that an officer employed by a local authority from April 1, 1946, who had then completed 15 years' continuous service in local government and was aged 35 or over, should be assumed to be eligible for promotion to the clerical or higher clerical divisions without passing the promotion examination; and in October it further agreed that, up to the end of 1949, local authorities should exercise discretion in the application of the paragraph. This does not mean that the Association has gone back on its view that the examination is necessary if a higher status of the service is to be won; it means merely that, for a period, the possibility of hardship shall be avoided.

Finally, efforts to improve the scale of holidays and to secure a "weighting" for the larger provincial towns were unsuccessful last year. They remain to be tackled anew this year.

Last year, in short, was marked by small gains and a major disappointment. Yet local government staffs enjoyed advantages won through the Whitley machine that would not have been secured without it.

Tasks for the Year Ahead

What of 1949? The National Executive Council has already examined the Charter with an eye to its improvement in the future. Long term, and not so long term, proposals are being decided. Then there are problems that call for immediate action. These include:

The removal of the anomalies created by the Tribunal award. Proposals are before the National Joint Council.

Improvement of the holiday scale. Proposals are before the National Joint Council.

The fixing of additional salary grades up to £1,000 a year.

The application of salary scales for groups of professional and technical officers.

The last point has given serious concern to a large number of officers, and has been before the National Joint Council for an unconscionably long time despite constant prodding by the staff side. At last, however, a sub-committee has met, and the staff side has secured that professional and sectional societies whose members are affected shall be represented at the meetings to make submissions in support of the gradings for which they have asked. Scales for sanitary inspectors and school inquiry officers are to be considered this month. Those for weights and measures inspectors, gas meter inspectors, shop acts inspectors, librarians, engineers, architects, accountants, legal assistants, and other classes, will follow.

Delay in dealing with some of these matters, particularly of salary scales for professional and technical groups, has been caused by the uncertainty about negotiating machinery for certain classes of officers and

the raising to £1,000 of the limit of salary scales to be settled by the National Joint Council. Now that agreement has been reached on these points, a number of serious obstacles has been removed. All officers with salaries above £1,000 and certain chief officers, even though their salaries are less than £1,000, are outside the purview of the National Joint Council. These include clerks, accountants and treasurers, engineers and surveyors, chief education officers, and architects. But NALGO is represented upon the new National Joint Councils dealing with these classes, except clerks.

Negotiating machinery in the service is now much more complete, with powers more clearly defined. With the exception of clerks to county councils, all local government officers are now within the Whitley machine—a National Joint Council for clerks; a National

Joint Council for certain classes of chief officers and all officers with a salary of £1,000 and over; and the National Joint Council for other officers. Medical officers are covered by separate machinery. A problem to be resolved will be some co-ordination between these bodies.

There is another problem that staff sides on the various joint councils have to solve. That is the securing in these bodies of free discussion and a real exchange of views. Too often, staff sides are heard, invited to retire, and then recalled to hear the verdict! That is not Whitleyism. Instead, both sides should be willing to discuss and to compromise. In that way, the councils will do more than remove anomalies and grant small advantages to one side or the other. They will create an understanding and spirit of co-operation of supreme value to local government.

Electricity Members Preparing for Vital Charter Negotiations

By L. G. MOSER, Organising Officer for Electricity Staffs

ELECTRICITY-members are rightly looking to 1949 as the year which must see the introduction of a permanent and comprehensive scheme of salaries and service conditions for all the administrative and clerical staff in the industry. They are expecting a scheme which both preserves the standards won in the local government field, and incorporates at least some of the improvements found desirable since the Charter came into operation.

How far these aims will be achieved depends largely on how well we are equipped for the vital negotiations facing us in the coming months. The year just ended has been mainly one of preparation for this test. Let us see if we have used it well.

Our membership of over 20,000 out of a probable total of 24,000 officers proclaims NALGO to be the representative union. This is being recognised by those who previously stood aloof, as well as by those coming into the industry from other spheres. So long as each member continues alert to the need to bring into the fold any non-unionists he meets, our position will get steadily stronger.

But mere numbers are not enough. Are our members so organised that they can wield their maximum strength and deal effectively with problems as they arise? Are we sure that the needs of our members can be readily ascertained, and that information from "the top" is speedily conveyed to every member?

Strong New Branches

Vesting Day had hardly dawned before the urgency of fitting our branch organisation to the needs of the new industry was appreciated. Ex-company members quickly realised that they were no longer tied to the boundaries of their old undertakings; ex-local government members, naturally reluctant though they were to leave branches in which they had spent happy and profitable years, recognised that their future way was with their electricity colleagues: and to both it was evident that, with common interests at least within the area of each electricity board, branches could be formed more effectively over larger areas than those NALGO had been accustomed to. And so new, strong, virile branches have come into being up and down the country. The pattern varies, of course, according to the needs of each locality, but all follow the administrative set-up of the area boards and divisions. Some districts have made more speedy progress than others, but it will not be long before all members are organised in electricity branches designed to serve their interests to the best advantage.

The great thing about this reorganisation is

that it has been carried out so largely by the electricity members themselves, working chiefly through the experimental district consultative committees set up earlier in the year. Much is owed to those stalwarts who have given up Saturday after Saturday working out the details and bringing together in mutual co-operation so many who had been strangers before.

Having so soon proved their value in the fields of both organisation and service conditions, the consultative committees have now an approved constitution and will, from the beginning of the year, become a recognised part of the Association's machinery. They will report their proceedings to a newly constituted National Electricity Consultative Committee, which will, in turn, report to the National Executive Council or its appropriate committee. All electricity branches in the electricity board area will be represented on the district consultative committees, each of which will appoint a representative to the national body.

N.J.C.'s Good Start

Among the great responsibilities with which these committees are charged is that of advising the Association's representatives on the district and national negotiating bodies. In view of its preponderant membership, NALGO has, of course, the majority of staff-side seats on the Electricity National Joint Council and on each of the district joint councils. It can, therefore, clearly be claimed that every step has been taken to ensure that the British Electricity Authority can be speedily made aware of the needs and desires of some 90 per cent. of its administrative and clerical staff.

We must not forget that the negotiating machinery itself was an achievement of 1948, and that it was no small task to bring into being not only the national and district bodies, but also an elected staff committee in every locality. Practically all these staff committees, manned, in the main, by NALGO members, have now met and will soon be playing an important part in matters affecting the staff concerned.

The National Joint Council had its inaugural meeting on April 30, 1948. At its first business meeting, on July 20, it safeguarded the outstanding claims of ex-local government officers, obtained for those in the London area the increased London "weighting," and introduced, with effect from April 1, 1948, an interim general clerical scale for those less fortunate members who had never before enjoyed a negotiated scale of pay.

The knowledge that many who had struggled so long to get to grips with their old employers

would obtain increases, in some cases of over £100 a year, gave not only satisfaction, but also the opportunity to press for better rates for those above the General Division. At a special meeting on August 12, an extended scheme covering five grades, with salary ranges from £270-£760 in the provinces, was introduced, again with retrospective effect from April 1.

Further interim scales have been negotiated which, while linked to the general scale, recognise the special needs of shorthand typists and copy typists. The first—which also covers skilled machine operators—has a higher maximum than the general scale, and both provide higher salaries during the earlier years. Other machine operators are on the copy typists' scale.

The application of the extended scheme is proving long and laborious, since every employee covered by the National Joint Council is to be given the opportunity of accepting grading under it, or of remaining subject to his present conditions. The scheme has two purposes: first, to obtain for the underpaid an increase commensurate with the responsibility of their duties—in other words, to eliminate the low salaries which have been a hardship to their recipients and a menace to those enjoying higher standards; and, secondly, to provide information which will enable final scales suited to the industry to be devised.

The importance of the latter should not be overlooked. It would be easy to negotiate scales which would look attractive on paper; but scales are meaningless without some clear knowledge of *how* and *to whom* they will be applied. The problems of demarcation between administrative and managerial, clerical and technical, and clerical and manual, must also be settled, and discussions on these difficult questions are now proceeding.

From ground thus prepared, we can go on to the final scheme. We are agreed that the standards of the Charter must be preserved as a minimum. But this does not mean that its pattern must necessarily be followed in every detail.

Problems of New Charter

How, then, should it be shaped? No doubt the keenest and most critical eyes will be turned on the salary scales. And here there are many questions with which to juggle. How far—to what age and to what figure—should we follow a wage-for-age scale? Can we, in some way, provide for more rapid promotion for the bright boy (as distinct from the "white-haired" boy) whilst maintaining an adequate minimum for those to whom opportunity does not so readily come? To what extent must special provision be made for each of the categories—secretarial, typing, accounting, legal, commercial, etc.—and how can this best be done whilst still ensuring adequate mobility between departments, particularly during those years of gaining experience to fit the junior to become the "boss" before he retires. And what about rewards for educational qualifications—and even examination bars? All these are questions to be pondered and to be decided in relation to the administrative pattern and the proposed establishment of the industry with which we are concerned.

Similar considerations will arise in the field of service conditions, and we shall, no doubt, have to weigh one against the other. On one point we must be clear. We cannot insist on conditions which, in each and every detail are as good as the best now existing and still expect to obtain major improvements in some aspects. What we must ensure is that the agreement as a whole guarantees a salary and conditions of service which are fair—and even generous—to a staff with determination and ability to serve the industry well. I am convinced that NALGO, and NALGO alone, is equipped to achieve this end.

Gas Men Seek National Standards of Pay, Conditions, and Holidays

By V. J. LUCK, National Organiser for Gas Staffs

TO gas staffs, particularly those in company employ, 1948 has been a year of mixed fulfilment and disappointment.

We have experienced the first full year of working of the National Joint Council for Gas Staffs, which came into being as a result of trade union representations to the Federation of Gas Employers during 1946 and 1947, and had its inaugural meeting on December 14, 1947.

The inaugural meeting agreed a constitution for the National Council and for the various regional councils which were to be set up in each of the Federation of Gas Employers' regions. This meeting created gas history. For the first time, the hitherto inarticulate gas officer had in his hand the same type of bargaining machine as his colleagues in manual work in the gas industry and in administrative and clerical work in local government had possessed for years.

Four Big Problems

Thus, inspired by the hope that the national machine would produce national standards, both sides set to work. They faced four major problems. Problem number one was a national scale of salaries. It soon became apparent that, on this major issue, there would be immense difficulty in departing from the old regional agreement policy of the industry.

However, a "bottom" in salary scales was finally negotiated, consisting of a wage-for-age scale to apply nationally, and it was left to the regions to negotiate scales of salaries beyond that.

Meanwhile, the London Regional Council, which had been in existence for some months before the formation of the National Joint Council, had been striving to secure salary scales for the London region, and agreed the first of these—in respect of clerical and administrative employees—on January 16.

The publication of these scales had a profound effect on the negotiation of scales beyond the "rate of age" level in the regions, for, in its remission to the regional councils, the National Joint Council had directed them to have regard to the London region scales as well as to the local government Charter.

"Charter as a Minimum"

How far that direction has affected regional agreements has been shown in the various agreements already published in "L.G.S." In the regions in which NALGO holds a majority of staff side seats, the Charter has been the guide rather than the London agreement—with the result that some employees in the provinces are getting higher salaries than those doing the same job in London or in some of the other regions where NALGO does not control the staff side. Our first task for 1949, then, is to unify the salary scales on a national basis on the lines of the policy laid down by Conference that the Charter is a minimum.

What are our prospects of success? The answer depends entirely on NALGO's strength throughout the whole field. We are heartened by the results in those provincial areas where NALGO's influence is seen in the adoption of Charter or similar scales.

Problem number two is the establishment of national standards of conditions of service. This was also tackled vigorously throughout 1948. Research showed that, in company undertakings, service conditions varied even more widely than did salary scales. In some undertakings, sickness payments, for example, are good. Others have no fixed conditions,

but treat each case on its merits, sometimes generously. And there are others where conditions are far from good. We are now trying to negotiate a national sick-pay scheme at least the equivalent of the Charter.

Problem number three is holidays. Holiday schemes vary as widely throughout the industry as do sickness schemes. Here, too, the staff side of the National Joint Council has tried to bring the employers to agreement on a national scale. But the employers would not agree that holiday provision could or should be settled nationally and, beyond expressing their readiness to accept a minimum of 12 working days after one year's service—which would give the gas man nothing—they left holidays to local negotiations.

But local negotiation on what is obviously a national problem is dangerous. While it might lead to improvements in individual undertakings, it can only result in even wider variations than exist to-day, and thus react adversely on the majority of gas staffs. Our object must be a national scheme based on the Charter.

The staff side has already begun its attack on these problems by appointing a committee consisting of the chairman and secretary, plus one member from each of the unions represented, to consider the whole question.

Which Staff are Covered?

Problem number four is to define precisely which staff should be covered by the National Joint Council and the conditions it recommends. At the top, the Gas Engineers' National Guild has claimed to be the sole negotiating body for senior officers with salaries above £760 a year. NALGO is strongly resisting this claim.

At the lower level, there are many grades at present within the jurisdiction of the Workers' Joint Industrial Council but who, since their undertakings have granted them staff or semi-staff status, are regarded by the staff side as falling more appropriately within the scope of the National Joint Council. In an attempt to solve the problem, the staff side appointed a committee to meet a parallel committee of the workers' side of the J.I.C. Agreement has already been reached in respect of some of these grades and will be reported to the respective Councils. In respect of foremen, meter readers, and prepayment meter collectors, however, there was deadlock, each committee claiming that they should be covered by its council, and this conflict has therefore been referred to the two full Councils for settlement.

This review of past achievements and future prospects in NALGO's work for gas staffs would be incomplete without reference to membership. Final figures are not yet available, but it is clear that 1948 has seen a considerable increase in membership of NALGO by gas officers.

The position in the provinces is improving continually, and there is little doubt that when the new Whitley machinery is established after vesting date, the Association's representation will be strong. We have still to recruit those small pockets which, as yet, have not realised the need for organisation, and to convince those who have misguidedly followed the specious slogan of "gas men for gas staffs" that their future is secure in NALGO, that their rights will be more strongly safeguarded by linking themselves with their colleagues in other nationalised utilities, and that unionism with those colleagues will more quickly bring about their target of "fair conditions for all in the gas industry."

NALGO Leads Way to Square Deal for All in New Hospital Service

By G. W. PHILLIPS, Organising Officer for National Health Service Staffs

IN the hospital and health services, the past year has been eventful indeed. Their administration has been completely transformed.

The voluntary hospitals, many of which have tended the sick from the Middle Ages, have passed into public ownership. The municipal hospitals, many of which, in the 18 years since they were taken over from the Boards of Guardians, have been developed into the finest institutions of healing in the land, have gone out of the control of local government. All, together with maternity and other specialist hospitals, have become part of a great and integrated hospital service.

It is not only the hospital service which has changed. Many of the local health services—health visiting, district nursing, domiciliary midwifery, and so forth—have passed from the control of borough and district councils to the new local health authorities, the counties and county boroughs. The old insurance committees have become executive councils and have thus taken a new lease of life, more important and with greater responsibilities. New bodies have been created to meet new administrative needs, and we welcome our colleagues in the dental estimates boards as representative of them.

These changes have brought many problems for officers, not only of local authorities, but of voluntary hospitals, the civil service, and many other bodies. NALGO saw that the changes and problems would call for alteration of its own organisation, and decided to welcome within its ranks all the new colleagues they would bring. It was, perhaps, a little late off the mark, but with characteristic recuperative powers it is now fast making up the leeway, and will soon take its rightful place at the head of the campaign for a square deal for all the staffs involved.

NALGO's Strong Influence

At the beginning of 1948, the Association was playing a leading part in the preliminary negotiations which resulted in the establishment of the functional councils for the National Health Service; and it was hardly surprising that these bodies, when established, should bear a striking resemblance to the Whitley councils with which it was already familiar in the local government service. It was significant, too, that when he fixed salaries for headquarters staffs of the regional hospital boards and of the executive council, the Minister of Health adopted the scales of the local government Charter. NALGO's influence was already being felt.

Before July 5, the constitution of the staff sides of the various functional councils had been settled, and NALGO had obtained representation on four of them—Administrative and Clerical, Nurses' and Midwives', and Professional and Technical "A" and "B." Soon after July 5, the various employing authorities appointed their representatives and the councils were able to start work. Two of the staff sides—Nurses' and Midwives' and Professional and Technical "B"—chose NALGO chairmen; of the first, COLIN ROBERTS, lately chairman of the staff side of the Rushcliffe committee, and of the second, HADEN CORSER, the Association's deputy general secretary and staff side secretary of the National Joint Council for the local government service. All was now ready to get down to the job of fixing salaries and service conditions.

The new machine was soon put on its mettle, when a group of student nurses had the temerity to protest against their disgraceful

salaries and working conditions. It lost little time in considering this, and, although its decisions were not entirely to our satisfaction, they were acceptable and showed that the functional council could be made to work with reasonable speed.

This early test suggested that the hope expressed by the Parliamentary Secretary to the Ministry of Health, JOHN EDWARDS, M.P., in his welcoming message to each of the councils, that there would always be found between the two sides a will to reach agreement, was likely to be realised.

All this time, there had been issuing from the Ministry a seemingly endless flood of memoranda, each with the forbidding injunction "CONFIDENTIAL" and each bearing one of a series of mysterious hieroglyphics "RHB" "HMC" "ECL" "BG" in the corner. These were the documents conveying "advice" from the Ministry to the various administrative units which had been created. Among them were memoranda laying down the conditions of employment to be observed in the service pending the publication of scales agreed upon by the functional councils. Constant pressure and insistent protest has resulted recently in the removal of the word "CONFIDENTIAL" from these documents, and we are now at liberty to publish them as may be necessary.

The published salary scales and conditions

First Steps To Transport Negotiating Bodies

THE appointment, reported on Page 278, of JOHN LANCASTER, lately president of the South Lancashire Transport Branch, as organising officer for transport staffs at NALGO Headquarters, is another step forward in the organisation of NALGO members employed in road passenger transport or inland waterway undertakings who have been or will be transferred to the British Transport Commission.

The Transport Act, 1947, made it a duty of the Transport Commission to consult with any appropriate organisation with a view to the conclusion of agreements for the establishment and maintenance of machinery for the settlement by negotiation of terms and conditions of employment of its employees (with provision for reference to arbitration in default of such settlement); the promotion and encouragement of measures affecting their safety, health, and welfare; and the discussion of other matters of mutual interest.

So far, the Commission has taken over a number of road haulage and canal and inland navigation undertakings. NALGO has already made some progress in protecting the interests of its members in the service of the Docks and Inland Waterways Executive. A disciplinary code is in draft and has been discussed at length with representatives of the Executive: it is hoped that agreement will be reached in the fairly near future.

On salaries and service conditions of clerical staff employed by the Executive, representatives of the Association and the other unions concerned have had a number of meetings and have agreed upon proposals which are now being discussed with the Executive itself. Again, it is hoped to report agreement fairly soon.

In the road passenger transport field, things have been moving more slowly, and no officers are yet "employed" by the Commission. Nevertheless, although there is not yet any obligation upon the Commission to establish joint negotiating machinery, its Road

of service all have serious defects, and the different staff sides are now preparing their alternative proposals. Throughout, NALGO is taking a leading part. Even those organisations which had doubted the value of trade unionism are coming to realise their mistake and several have asked the Association to help them prepare their claims. I am sure that the moral will not be lost, and that those who see a virtue in exclusiveness will come to repent of their error.

The General Council is now formed, and the Association's leading part in the preliminary negotiations has been recognised on all hands. Soon, the time will come to appoint representatives to the regional councils, councils for teaching hospitals, and local committees. NALGO's voice must be strong on all these bodies; its experience and facilities must be available to ensure justice for staff in the hospital and health services.

What of the future? What will 1949 bring to the national health service, this lusty infant amongst our social services? Will it succeed?

The staffs of the service, the doctors, scientists, dentists, nurses, midwives, health visitors, engineers, technicians, pharmacists and dispensers, professional workers, administrators, clerks, porters, orderlies, cleaners, cooks, labourers, ambulance drivers, have a heavy responsibility upon them. Success or failure will largely depend upon their efforts.

If they are to succeed, that spirit of understanding and mutual goodwill to which Mr. Edwards referred must prevail in the new negotiating machine. If it does, then the future is assured, and we may greet the New Year in a spirit of confidence.

Transport Executive invited the appropriate unions (including NALGO) to an informal meeting some time ago. It was made clear that the goods side of road transport was to be dealt with first and that it would be some time before road passenger undertakings would be affected. The question of negotiating machinery was referred to in general terms and the representatives of the Commission stated that it was wished to make comprehensive provision, although no clear indication could be given of the eventual structure. NALGO's interests were, however, recognised on all sides.

All members in the transport service may, therefore, rest assured that all necessary steps on their behalf will be taken by the Association promptly at the appropriate time. But if the joint bargaining machinery is to work well it must be laid on sure foundations. This involves the whole-hearted support and co-operation of members in the service. To gain all that members hope for will call for hard bargaining. But NALGO is confident that, with the help of the individual members, branches, and consultative committees, it will be possible in the not too distant future to secure for members in the transport service salaries and conditions of service commensurate with those of their colleagues in other branches of the public service and with the responsibilities of their work.

Until the form of the negotiating machinery has been settled, it will be impossible to set up consultative committees on the lines of those recently established for the electricity service; but this will be done as soon as such committees can serve a useful purpose. Area transport committees have already been set up in some district committee areas, and are doing fine work. Eventually, a complete system will be established to enable all transport members to take their share in fashioning their own conditions of service and the other measures envisaged in the Transport Act relating to safety, health, and welfare.

SUCCESSFUL BRANCHES TELL THEIR SECRETS

3. The Electricity Branch: Northmet Achieves Unity and Close Contact Among 1,250 Members

In this, the third of our series on branch organisation, C. W. DALE, secretary, Northmet, describes how a big new electricity branch solved the problem of a scattered membership, and obtained a scale of salaries for its members.

FEW NALGO branches have begun life with 1,000 members. Fewer still have done so with members scattered among separate undertakings, spread over 700 square miles.

Northmet electricity branch has done both these things—and has, I think, achieved extraordinary success. It was formed in April, 1946, by the almost unanimous vote of a meeting of 750 members of the staff of what was then the Northmet Power Company, after hearing an address by TOM KERSHAW, then NALGO's Metropolitan district officer.

It was the first NALGO branch to be composed solely of electricity officers. Within a few months, it had organised itself on a trade union footing and braced itself for the battles which were to come. To-day, nearly three years after its launching, it has 1,250 members, one of whom has recently been elected to the Association's National Executive Council.

Strength—With Intimacy

The first step was to decide the form of organisation best suited to so big and scattered a body. All were agreed that we must be united in one single branch. All were equally agreed that rank and file members, wherever they were, must not feel remote from the executive committee. We were convinced that it was possible to secure the advantages of the strength—financial and numerical—of a large branch, while preserving that intimate contact sometimes claimed as peculiar only to small branches.

To secure this, the staffs of each undertaking were asked to appoint a local correspondent to collect subscriptions, disseminate information and—most important—be a "relations officer" to whom all members might take their grievances and complaints.

The undertakings were then grouped into five areas, for each of which an area committee was formed of three elected members from each undertaking. Each area committee appoints its own secretary and chairman and meets regularly, usually once a month, to deal with matters raised by its constituents. Some such matters can be speedily disposed of; others are referred to the branch executive committee for consideration and action. The minutes of the area committees are submitted to the executive committees and are also interchanged so that each committee knows what the others are thinking and doing and is able to support or contest the others' proposals before the executive committee.

Tested By Results

Officers of the executive committee are elected by ballot of the whole membership, and to them are added three representatives elected by each area committee. This ensures that, whatever subject is being discussed there are present people with a knowledge of local conditions. Between meetings of the executive committee, a general purposes sub-committee is given power to act in an emergency.

That the organisation devised proved successful is demonstrated beyond doubt by the full—almost one hundred per cent.—attendance at area and executive meetings, by the absence of complaints of delay in tackling problems despite difficulties which beset us at

first, by the excellent attendance at annual general meetings, and by the fact that, even in the first year, the branch had no subscriptions arrears whatever. Many of its members have a long journey to make to the annual meeting: to help them, coaches are hired by area committees and smaller groups, and seats are booked and paid for in advance—the payment impressing the date upon their minds.

Having organised itself, the branch's first step was to seek recognition by the company. This was not easy. The general manager had agreed to meet the executive, but at the first meeting he refused point blank to discuss either the scale of salaries which the company had recently introduced or a request by the branch for adjustments in that scale to bring it to a level "not less favourable" than the local government Charter. As a result of this attitude, the branch annual meeting in 1946 resolved that no further meetings with the management should take place until the company recognised NALGO as the staff's negotiating body. Pressure for better scales was, however, continued, and in July, 1947, the company responded by introducing a new salary scheme reasonably comparable with the Charter. A few months later, negotiations were completed for a conference of staff and employer organisations.

Our branch magazine, *Current News*, has proved a powerful weapon in our armoury, both in the campaign for better pay and in

Towards National Bargaining Machinery for Company Water Staffs

THERE is a tendency on the part of members of NALGO in the employ of company-owned statutory water undertakings to feel that they are the "Cinderellas" of the Association. This is quite untrue. It is, of course, the fact that they have as yet no Whitley Council, but they have the full backing of the Association and its machinery in the settlement of their salary and service conditions problems.

That machinery exists in the Association's Headquarters and district organisation. And NALGO keenly desires the creation of negotiating machinery so that the water man may be on level terms with his colleagues in the local government, electricity, gas, and health services.

But there are difficulties to be overcome before that ideal can be achieved—difficulties which will be appreciated by company water staffs themselves.

To-day there are approximately 560 water undertakings in England, Scotland, and Wales. Of these, 68 per cent are in municipal control, 8 per cent are managed by joint boards, and 24 per cent are statutory companies.

The municipally-controlled undertakings are staffed by people whose salaries and service conditions are already governed by the National Joint Council for the local government service. Of the 8 per cent controlled by joint boards the majority have salaries and conditions of service based on the Charter—a notable exception being the Metropolitan Water Board, whose active staff association and joint advisory committee have negotiated their own favourable conditions.

The remaining 24 per cent of company

providing an outlet for the expression of members' opinions.

The nationalisation of the electricity supply industry and the regrouping of undertakings gave us an opportunity to strengthen and extend our organisation. With the approach of vesting date, we found that the Northmet undertakings, the municipal undertakings of Finchley, Hornsey, and Hitchin, and the Welwyn and Letchworth Garden City undertakings, were to comprise one sub-area of the Eastern Board. The branch executive committee at once seized the opportunity to unite in one branch all the administrative and clerical staff to be employed in the sub-area. Finchley and Hornsey were invited to form a separate area committee and to send representatives to the executive committee. The others appointed representatives to the Northern area committee.

The formation, with nationalisation, of a national system of negotiating machinery, the ready co-operation of the British Electricity Authority, and the tangible results achieved within so short a time of vesting date, have greatly encouraged our members. We have recently completed the election of our staff committee, as provided for in the Electricity Act. The committee consists of 14 representatives, every one of whom—since we have no opposition from other unions—is a member of NALGO.

In less than three years we have, I believe, won a high place among NALGO branches: and many other electricity branches are being based, as we are, on the Electricity Board sub-areas. We look to the future with confidence and determination.

undertakings have at the moment no national negotiating body and the conditions and salaries of the staffs are locally negotiated, with consequential anomalies between company and company. There is, however, a tendency for companies to adopt local government standards.

Whether a negotiating machine for company and joint board staffs alone will be the solution is uncertain. Theoretically, the best solution might be to bring all water staffs within the purview of one national negotiating machine, but judging from experience in another field, the local authority associations concerned will take the view that water staffs in local authority employ should remain subject to the National Joint Council for local authority staffs. Many of these staffs may hold a similar view.

Approaches have been made to the British Waterworks Association, but a position has not yet been reached when any statement can be made. Efforts will, however, be continued, and no opportunity will be missed in urging the need for early action.

Any national joint council established must inevitably be operated, on the staffs side, by the trade unions having in membership such staffs as are covered by the council; with a council covering, at the most, 5,000 officers, it would be impossible for unorganized staffs to have representation.

NALGO is the first and largest union catering for water staffs, and it looks for 100 per cent membership of company staffs so that it may secure for them conditions at least equal to those it has gained for other sections of its membership.

How Can We Solve The Nursing Shortage?

The article under the above heading in the November Journal by Miss J. M. CALDER has provoked comments from several members with knowledge of conditions in the hospital world today. Below, three discuss the problem in the light of their experience.

Planned Training Would Reduce Wastage

advises E. T. LEMMON, Inspector of Schools, Sheffield

FEW of those discussing the nursing problem seem to appreciate that the majority of those who minister to the needs of hospital in-patients are not nurses at all, but students pursuing a three-year course for an examination which they must pass before they can be registered as nurses. When and where do they study? Who guides them? Who decides what relation there is between the study and the work they do in the wards? The answers to those problems would focus attention on the real problem, which is not recruitment, but how to stop the wastage which occurs during training.

The Nursing Working Party has already drawn attention to this point, and has recommended that "students must no longer be regarded as junior employees, subject to an outwork system of discipline, but must be afforded full student-status." If this recommendation can be implemented, a great step will have been taken towards solving the problem.

Many adherents of the present system of training contend that recognition of student-status means a more theoretical training or the divorcing of practice from theory. It means nothing of the sort. It means just what it says—that the student-nurse should be recognised as a student and, in consequence, that the practical work she is doing in the ward should be related to the theory which she is studying. Under the present system, her work in the ward is often dictated by staffing requirements and has no purposeful relations to the stage she has reached in her programme of study, which should have been planned at the beginning of her studentship.

The same people also argue that the present system of training has produced excellent nurses, and oppose "change for the sake of change." They have failed to recognise changed social conditions governing the supply of recruits to the profession.

Old Methods Unsuitable

The increased opportunities open to women in the civil service, medicine, and teaching—to mention only three careers more attractive than nursing—must draw heavily from the higher intellectual levels which formerly supplied our nurses. Methods of training which were possibly suitable for women of such ability—though often at great sacrifice of leisure and holidays—are not appropriate to present-day entrants, who come forward only in response to intensive propaganda.

Moreover, changed conditions in hospitals have reduced the opportunities for learning. Modern specialist treatment with beds set apart for thoracic surgery, neuro-surgery, orthopaedic surgery, plastic surgery, and so on, needs specialised nursing, calling for more attention from ward sisters, who can give correspondingly less time to ward-tuition of the student. The much higher proportion of acutely sick patients in hospitals nowadays also reduces the opportunities for leisurely discussion of a case with students, while the reduction in nurses' working hours (which must continue) leaves less time for ward-tutorials after essential nursing duties have been performed.

It is not surprising to the layman engaged in hospital work that the student becomes over-awed by the magnitude of the task she has undertaken and, as the date of her first examination approaches, decides that the work is beyond her and seeks a career in which she can have more help in training, with less sacrifice of leisure time and more freedom. What is surprising is that matrons and ward sisters have not themselves acknowledged the almost insuperable difficulties of the student, and suggested improvements.

The difficulty, of course, is that those responsible for the training are also responsible for staffing the wards, and the two responsibilities are not only incompatible but often in conflict.

I believe that the problem can be solved by implementing the Working Party's recommendation that responsibility for training students should be removed from those who are also responsible for staffing the wards and placed in the hands of nurse training boards, whose function is solely training.

This is also the conclusion of the Nuffield Provincial Hospital Trust, and it will become more obviously the only solution as regional hospital boards and boards of governors inquire more closely into the present system of training, and realise how definitely the student is regarded as "a junior employee subject to an outwork system of discipline."

The Nurse Training Board would be responsible to the Minister for the government of a college or colleges staffed by a principal and selected sister tutors. The principal would be a member of a selection committee, composed of a matron or other appropriate representative of the hospitals receiving the students for practical training, together with representatives of educational bodies which would select suitable applicants for training.

The preliminary training period would be spent entirely at the college, where all the amenities of college life should be available. Then the entrant would spend a trial period in the wards, still as a student of the college, after which she would sign a contract to serve in an appropriate capacity for a limited number of years in return for the training.

The training programme would include long periods of hospital practice in the various nursing techniques, but these would not necessarily—and it might be preferable that they should not—be in the same hospital. During these periods the student would sleep and live in a hostel attached to the college. Shorter periods would be spent at college lectures, demonstrations, and training in examination technique from a part-time lecture staff drawn from members of the faculty of medicine at the university of which the teaching hospital forms a part.

Maintenance grants (not salary) would be paid by the Ministry through the college.

The plan needs elaboration, but there is already a nucleus of enlightened sister tutors in the profession capable of holding the office of principal. A few experimental colleges should be opened to see if recognition of student-status would reduce wastage. In a district where hospital training facilities are adequate, it might be possible to transfer an emergency training college, no longer needed by the Ministry of Education, to the Ministry of Health.

A further step in the development of the plan would be an intensive training course to enable sisters to qualify as sister tutors, of whom many more will be needed if a sufficient number of entrants is to be trained to staff the additional beds, without which a great social service will be endangered.

Poor Propaganda Accounts For Few Recruits

says Miss A. C. TATTUM, Matron, Shaw Heath Hospital, Stockport

THE more I read of the nursing shortage, the more I wonder! Statistics tell us, and every matron knows, that more nurses are employed today than at any time in history. People are becoming "hospital minded," as the young mother became "clinic minded" a few years ago, and therefore they are making use of the hospital services more than ever.

Nurses have shorter hours and longer holidays, and the problem is due to demand exceeding the supply rather than the "bogy" of lack of nurses. I feel that the propaganda that has been used for the nursing profession has been of a retrograde type. If only the women who have given long and faithful service to the nursing profession could air their views, it would be found that nursing was a popular and satisfying career.

Too much has been said about "wastage" of student nurses who do not complete their training. Every garden has its weeds, and the weeds in nursing should be uprooted rather than allowed to grow and poison and choke those people who come in contact with the failures. In my opinion no other profession calls for such a high standard of efficiency, self-discipline, and evenness of temperament. The people who can give a true opinion of the nursing services as a whole are those women who have had long and practical experience in the hospital service.

As the matron of a chronic sick hospital for 14 years, I deplore the lack of appreciation of the assistant nurse. Instead of replacing her by a nursing auxiliary or ward orderly, she should be encouraged, recruited, and multiplied. Her place in the nursing world cannot be taken by any other grade, and as the chronic sick are steadily increasing and we are slowly becoming a race of old people, I suggest she should be given every encouragement, for in her is the true spirit of Florence Nightingale.

Retain The Assistant Nurse For Chronic Illness

urges Mrs. A. M. RAMSAY, Matron Hillcrest Hospital, Leicester

ONE cause of difficulty in the training of nurses has been the creation of two worlds in the hospitals—one treating acute illness, involving a relatively short hospital stay, the other treating chronic illness requiring treatment lasting for months or years. I am chiefly concerned with the latter, and for it have developed a type of nursing based upon the syllabus of the General Nursing Council for assistant nurses in the hope of reaching a high standard in keeping with the needs of the times.

One school of thought appears to take the view that the assistant nurse might be dispensed with. My view, on the other hand, is that she has established herself; that, as the years go by, her numbers will increase more rapidly; and that, without her, the hospital system risks complete breakdown.

From the figures quoted by Miss Calder from Dr. Cohen's minority report of the Nursing Working Party, I deduce that 34 per cent. of pupil assistant nurses would be intellectually equipped to go on for general training. Miss Calder does not classify the remaining 66 per cent., but my experience suggests that the majority are capable of becoming excellent bedside nurses—surely a major need to-day. I believe, therefore, that the solution to the nursing problem is to be found in a common basic training and a shortening of the training period. It will be a tragedy if the Roll of Assistant Nurses is closed before serious consideration has been given to shortening the period of training for all types of nursing or to providing a common syllabus up to a stage where each nurse may choose which branch of nursing she wishes to enter.

The Association of Hospital and Welfare Officers, of whose matrons' committee I am secretary, holds the view that the assistant nurses' period of training could be condensed, and that, rather than make things more difficult for her, one year's training—mostly in practical bedside nursing—would be acceptable. This would meet the present emergency and, in view of recent salary revisions, we contend that, when certificated, she should be put under contract for a further period before being allowed to undertake nursing other than under trained supervision.

These views have been, I believe, conveyed to the women's section of NALGO. The problem is a very human one and our views are not fixed. We are, however, unanimously of the opinion that the extraneous matters in Dr. Cohen's Minority Report should never have seen the light of day. That type of publicity only plays into the hands of those who, for lack of fibre, failed to stay the course.

I look forward to the day when the S.E.A.N. will play her full part in the hospital world with opportunity—within prescribed limits—for promotion to positions of responsibility. Better a S.E.A.N. staff nurse than no staff nurse at all.

Valuation Talks Deadlock: Inland Revenue Proposals Unacceptable

NEGOTIATIONS between representatives of local government rating valuation staffs and the Board of Inland Revenue, over the new centralised valuation service to be set up under the Local Government Act, 1948, have reached deadlock.

This is disclosed in a statement issued by the officers' negotiating committee, in which the committee records its "profound disagreement" with the Inland Revenue department and dissociates itself from decisions of the department in respect of the organisation of the new service and the salaries to be paid to rating valuation staffs. The department, it declares, has "failed to appreciate the nature and magnitude of the work involved, and the necessity to avoid friction and obtain justice for all concerned," and its proposals are unacceptable.

Outlining the history of the discussions with the Board, the negotiating committee recalls that, on December 10, 1947, a deputation from NALGO, including representatives of kindred associations concerned in rating valuation, discussed with representatives of the Ministry of Health and the Inland Revenue department the provisions of the Bill then before Parliament, and, in particular, the absence of provision for the transfer of officers employed by local authorities on valuations for rating, upon whom, it had been stated, the Government would rely for the new rating valuation service.

Negotiating Committee's Functions

The representatives of the Inland Revenue department told the deputation that it was proposed that there should be no recruitment of staff from outside the local government service until every competent local government officer had been considered, and suggested the appointment from the deputation of a negotiating committee "to explore the whole position, and to determine, as far as they could, the terms and conditions on which such officers should be employed in the new department." The urgency of the matter was stressed, and it was arranged to hold the first meeting on January 7, 1948.

At that meeting, the Inland Revenue department suggested that the members of the committee representing the four associations of officers concerned with rating valuation work—the County Borough Valuers' Association, Metropolitan Borough Valuers' Association, Incorporated Association of Rating and Valuation Officers, and County Valuers' Association—should comprise a consultative technical sub-committee, and, as a first contribution, should prepare a memorandum setting out their views on the organisation of the work. This memorandum was prepared. It set out in detail the views of the sub-committee on the nature of rating valuation, the responsibility of the new valuation officers, the machinery and types of staff required, the availability of staff, and the qualifications of technical officers.

Memorandum Appreciated

A further meeting was held on January 27, at which the Inland Revenue department expressed appreciation of this memorandum, adding that there would be a subsequent opportunity for joint consideration of its contents. The committee suggested that the department should ask local authorities how many officers they employed on rating valuation work, and asked to be allowed to see the replies received. The fixing of the date of the next meeting was left to the Inland Revenue department.

The Act received Royal Assent on March 24. No further meeting had been called and when negotiating committee pressed for it, the department replied that there had been delay in obtaining replies from local authorities, but they were working on the completed returns and discussing their preliminary proposals with the Treasury. The committee was assured that a further meeting would be arranged. Later, the department arranged for the secondment of two officers to the valuation office of the Inland Revenue to assist the chief valuer in the preliminary steps for bringing into operation the valuation provisions

of the Act, but told the committee that this arrangement did not relate in any way to the matters with which it was concerned.

Since, however, the department had given no indication of the nature of the "preliminary proposals" being discussed with the Treasury, and local government rating valuation officers were expressing growing concern at the lack of information about the form and organisation of the new service, the types and numbers of posts which might be open to them, or the salaries

| | Men | | Women | |
|--------------------------------|------------|------|--------------------|------|
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| Valuation Clerk (higher grade) | £325 × 20— | £650 | £420 × 15— | £525 |
| Valuation Clerk | £150 | £450 | £150 | £360 |
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| Shorthand Typist | — | | 60s. to 116s. p.w. | |
| Typist | — | | 55s. to 102s. p.w. | |
| Clerical Assistant | — | | 50s. to 102s. p.w. | |

The pay of officers outside London would apply to be subject to the following deductions from the London salary:

| London Salary | Intermediate Centres | Provincial Centres |
|------------------|----------------------|--------------------|
| Up to £275 | £5 | £10 |
| £276 to £450 | £10 | £20 |
| £451 to £750 | £15 | £30 |
| £751 to £1,000 | £20 | £40 |
| £1,001 to £1,200 | £30 | £60 |
| £1,201 to £1,500 | £40 | £80 |
| £1,501 upwards | £50 | £100 |

NOTE.—The intermediate deduction would apply to officers stationed outside the London postal area but within 12 miles of Charing Cross and to officers in Bristol, Birmingham, Cardiff, Leeds, Liverpool (including Bootle and Birkenhead), Manchester (including Salford), Newcastle (including Gateshead), and Sheffield.

The committee expressed considerable concern at these proposals and at the failure to give it the promised opportunity of discussing those set out in its memorandum of January. Although the Inland Revenue department stated that the promise to confer with the committee still stood, it appeared that there was no scope for discussion of the general form and organisation of the machinery but only in regard to its detailed application. The committee thereupon decided to seek a conference with Mr. Glenvil Hall, M.P., Financial Secretary to the Treasury, and Mr. John Edwards, M.P., Parliamentary Secretary to the Ministry of Health.

The committee met Mr. Glenvil Hall on July 29. They stressed the nature and importance of the work of rating valuation and urged in the strongest terms that it should not be annexed to the valuation office of the Inland Revenue but should be treated as a separate section of the Board's activity under a chief rating valuer; that the salary range on the higher levels should not be governed by the salary scales operative in the valuation office; or, alternatively, that if the work was to be carried out by a deputy chief valuer under the notional responsibility of the chief valuer of the valuation office, he should be assisted by more than one assistant chief valuer on salary scales considerably higher than those of the valuation office; that, if the staff to be recruited had to be graded under these scales, the grading of a valuation officer responsible for a valuation area (which would, on an average, comprise no less than five rating areas) should normally be at least that of a first-class valuer; and that there should be no splitting of the second and third-class grades into upper and lower divisions.

"Room for Negotiations"

Mr. Glenvil Hall replied later that he agreed with the proposals of the department and said that: (a) there would eventually need to be an integration of the work of rating valuation with the work of the valuation office of the Inland Revenue and it was, therefore, desirable to unify control from the start; (b) the salary scales must necessarily conform to the "general standards of civil service pay"; (c) it appeared that the majority of the staff to be recruited would not get less than their present remuneration; (d) while he regarded the salary scales as settled, there would "be room for negotiations about the number of posts in the various grades"; and (e) if the officers appointed to the two posts of deputy chief valuer and assistant chief valuer were at present receiving net salaries higher than the scale attached to those posts, they would be allowed to retain those salaries.

The negotiating committee does not agree that there must necessarily be, now or at any time, an integration of rating valuation with the work of the valuation office. Both the initial set-up of

This Local Government!



"The Mayor was supported by the town clerk and borough treasurer"—a cliché submitted by W. J. Turner, Holborn, who receives five shillings.

which would be attached to those posts, the committee again pressed strongly for the further meeting and it was eventually fixed for June 8.

At that meeting, the Inland Revenue department submitted a statement indicating the tentative lines on which it had been working. From this it appeared that it was intended to centralise control of the new service under the existing chief valuer of the valuation office of the Inland Revenue, and to appoint one deputy chief valuer (rating) and one assistant chief valuer (rating) to take charge of the work; that the country should be divided into 11 or possibly 13 "regions" and into 280 to 300 "districts" or local valuation areas; that a regional area would be in charge of a valuation officer with a grading corresponding to that of a superintendent valuer who would be responsible for co-ordination of the work in the region and for the valuation of "special" properties of an apparently wide but unspecified range, leaving the remainder of the properties to be dealt with by local valuation officers in charge of the valuation areas; that the salaries of both technical and clerical staff would be those obtaining in the existing valuation office of the Inland Revenue, except that the second- and third-class valuer grades in the new service would be divided between an upper and a lower division; that the local valuation officer in charge of a valuation area would normally be graded a second-class valuer; that there would be a sub-professional or trainee grade below the third class; and that the normal civil service conditions of employment would apply, including liability to serve anywhere in England and Wales. This plan was intended to operate for the first revaluation, after which rating would be integrated with the other functions of the valuation office. The department, however, had decided that the final pattern of the new organisation would have to stand over until the principal appointments in the new service had been made.

The grades and London scales of pay were as follows:

| Professional Grades | Men | Women |
|------------------------|--------------------|--------------------|
| Deputy Chief Valuer | £1,800 | — |
| Assistant Chief Valuer | £1,650 | — |
| Superintending Valuer | £1,420 × 50—£1,570 | — |
| Class 1 Valuer | £1,160 × 35—£1,370 | £1,000 × 30—£1,200 |
| Class 2 Valuer | £750 × 25—£1,050 | £650 × 25—£900 |
| Class 3 Valuer | £475 × 25—£750 | £475 × 20—£650 |

the rating valuation service and its subsequent performance must be separate, it contends, because of the entirely different nature of the work and its special character in the public administration.

In considering comparison with the civil service rates of pay, the committee points out that there is a demand outside the public administration for the service of rating valuers, which is likely greatly to increase, and that this factor must be taken into account in considering market value. In particular, it stresses the highly complicated and technical nature of the work, and the heavy responsibility falling on valuation officers, which had been emphasised in its own memorandum.

In further representations it complained that it had not been supplied with the promised information about existing staff, and pointed out that it was both wrong and unfair to have regard to existing salaries when considering the value of the new work which would be wholly on rating valuation and which would carry a much greater responsibility.

On November 4 and 15 the consultative (technical) sub-committee had further meetings with representatives of the Inland Revenue department. It was supplied with information about the proposed valuation areas and a summary of the numbers of officers employed on rating valuation in the local government service—totalling 1,600. It was told that the value in charge of local areas would normally be a second-class valuer; that his duties would normally be confined to the valuation of dwelling houses and small shops, etc.; that questions of individual seniority after integration could not be considered until after that event took place; that it was intended to create a valuation assistant grade at £250-£500 p.a. (London scale), to which persons undergoing training would normally be recruited; and that, because of a civil service rule, all officers recruited would have to serve a "probationary" period irrespective of their local government service.

From this meeting it was clear that the department's scheme (formulated without reference to the sub-committee) was far advanced in

NALGO Wants:

An Internal Auditor

Applications are invited for the position of internal auditor in the Association's Finance Department. The appointment will be to the Association's scale APT. VI—£635 x £20 (2), £25 (1)—£700.

Applicants must have had wide practical experience of accountancy and audit, and must possess a recognised professional qualification.

The appointment will be subject to medical examination, and will be to the permanent establishment, carrying the rights of admission to the staff superannuation fund on terms, particulars of which will be supplied on request to intending applicants. The appointment will be subject to one month's notice on either side, and the person appointed will be required to devote the whole of his time to the duties of the office.

No form of application is being issued. Applications should state age, past and present appointments, qualifications and experience, should give the names of two persons to whom reference may be made, and must be received by the General Secretary, 1, York Gate, Regent's Park, London, N.W.1, not later than Monday, January 31, 1949.

Canvassing will be a disqualification.

detail, and, subject to the views of the persons to be appointed to the senior posts, was regarded by the department as adequate; that negotiation thereon was thereby blocked in spite of assurances given; and that there was still a deep-rooted misunderstanding of the problems involved and of the responsibilities and difficulties of the task ahead, and an unwillingness to pay regard to the more experienced views of the sub-committee. The sub-committee reported back to the negotiating committee on November 24.

The negotiating committee was forced to recognise that, up to date, it had been unable to negotiate any matter of importance upon which there has been a difference of view. It has therefore reluctantly come to the conclusion that it is not regarded as a medium for negotiating any matters within the broad ambit of the work and conditions on which the existing rating valuation officers should be employed in giving effect to the Act, but merely as an agency through which the Inland Revenue department might disseminate information on pre-determined

(Continued at foot of next column)

End Charter Education Chaos in This Year of Respite for Students!

From a Correspondent

THE decision of the local government

National Joint Council—announced last month—that the promotion bar need not be imposed for another year, gives us twelve months' breathing space. During that period I trust that both sides of the National Joint Council will reflect upon the confusion which has arisen over the education provisions of the Charter and the need for clear unprejudiced thinking during 1949.

First, here is a New Year resolution for the staff: Show the employers that NALGO members recognise the importance of qualifications in the post-war world and are taking practical steps to provide a well-trained service.

Second, here are two resolutions for NALGO:

1. Encourage younger members to take the promotion examination as a first rung in the ladder to success; and

2. Persuade the N.J.C. to free specialists—architects, accountants, and others—from the dislocation of their studies caused by the promotion examination in its present form.

And here are some suggestions which both the Examinations Board and the N.J.C. might consider with advantage during 1949:

1. We should man the clerical and higher clerical divisions with officers who can do a particular job well and deserve recognition for their experience, conscientiousness, and responsibility rather than by those who have been trained as administrators. The pyramid of local government officers' grades has a broad base and it would be folly to draw the line of qualification too near the top, leaving a large section at the lower levels without any educational provision.

2. We should divide the promotion examination into two parts: (a) a test of general knowledge of local government, general intelligence, and ability in shorthand, typing, office practice, and so on; and (b) something similar to the present examination but of a higher standard: success in the first part to qualify an officer for the clerical division; success in both parts to qualify him for an A.P.T. grade.

3. We should remove all irrelevant examinations from the board's first list of alternatives to the promotion examination. No doctor, solicitor, accountant, or nurse is appointed to the general division, so promotion from that division is of

no interest to them, and there is thus no need to continue with the farce of including in the list the final examinations of such bodies as the Royal College of Surgeons, the Royal Institute of Chemistry, and the Institute of Medical Laboratory Technicians.

4. The Board should face 1949 with a sense of urgency. Is the promotion examination really what the employers want? Is it likely to provide that body of painstaking record clerks, book-keepers, typists, and machine operators without whose services local government could not survive? Will the draughtsman, sanitary inspector, and cost accountant be more efficient at their

LOCAL GOVERNMENT EXAMINATIONS BOARD Promotion Examination, 1949

The examination will begin on Monday, April 25, 1949.

Applications to sit, which must be made on the prescribed form obtainable from the Board's offices, must be received by the Secretary not later than January 31, 1949.

Entry fee two guineas.

37 Upper Grosvenor Street, London, W.1.

jobs because they have delayed training by sitting five general papers in the promotion examination? Is the quality of administration at this level likely to be improved by the intrusion of the promotion examination into study programmes?

5. The National Joint Council should consider the present difficulties of recruitment and the need to relate the future promotion examination to the future entrance examination. What potential local government officer will want to take school certificate, entrance examination, and promotion examination before starting study for a professional examination, when he can, on leaving school, article himself to a professional man outside the service without all these preliminary fences?

6. The promotion examination has complicated rather than simplified the problems of promotion. Those who study and sit for a compulsory examination get scant praise, while those who work for an optional one are credited with initiative and ambition.

Selection on personal merit is also more difficult when all must take a promotion examination before the appropriate professional or technical one. This was clearly not the intention of the Hadow Committee on whose recommendations the present provisions are said to have been based. That committee's report suggested that, where an officer had professional or technical ambitions, the first part of the examination appropriate to his calling should qualify him for promotion from the general grade. In other words, the committee recommended that a professional "intermediate" should unlock the door to the higher divisions. But the examinations board prefers a common intermediate for all professional bodies included in its first list. That, in my view, will be impossible until the list has been pruned as I have suggested. Until then, some reasonable transitional arrangements must be made to meet the needs of today's students.

7. All concerned should consider the results of the recent N.J.C. questionnaire on post-entry training. How many local authorities are encouraging their staffs to qualify? How many local education authorities are doing as much for internal staff training as they are for external further education?

There must be some changes in policy by the Board before the educational side of the Charter can be of the fullest value to the service. Let us hope that we shall see those changes and a solution to our problems in 1949. Only thus will our colleagues in the other public services be encouraged to recognise the value of an education policy.

(Continued from preceding column)

matters, subject to some consideration being given to the less important points. Apart from the meeting with Mr. Glenvil Hall, the committee has at no time been in direct contact with any persons who appeared to be in a position to negotiate and settle any matter.

"Having carefully reviewed the position," the statement concludes, "the negotiating committee wishes to make it clear that it profoundly disagrees with the Inland Revenue department and dissociates itself from any decision which the department may make on the following matters:

- (i) The proposal to operate rating valuation as an adjunct to the existing valuation office under the control of the chief valuer of that office.
- (ii) The low levels in the valuation office scales at which the department apparently purports placing valuation officers and their staffs.
- (iii) The undue emphasis being placed on the level of existing salaries in relation to the work of rating valuation, as it will arise under the Act.
- (iv) The proposals for segregating classes of the work and limiting the valuation functions of the local valuation officer which arise from a general lack of proper recognition of the statutory responsibilities of that officer.
- (v) The reluctance to settle the principle of ultimate seniority before recruitment.

"The committee feels that the Inland Revenue department has failed to appreciate the nature and magnitude of the work ahead, and the absolute necessity to avoid friction and to obtain the maximum of justice to all parties concerned."

Civil Defence Bill: NALGO Protests at "Conscription" Insult to Local Government Staffs

PROMPT action by NALGO has secured the amendment of a clause in the Civil Defence Bill, now before Parliament, which, in its original form, was regarded as having the effect of conscripting all local government officers into civil defence work in peace time.

Clause 5 (1) of the Bill declared that employees of local authorities employed primarily for purposes other than civil defence purposes were, as such, under a duty to comply with requirements as to training for and taking part in any form of civil defence for the time being recognised by the designated Minister as appropriate to be undertaken by those employees.

As soon as this clause had been noticed by the Association's legal department, the general secretary wrote, on November 18, to the Home Office, stating that the National Executive Council had noted it with concern. In the absence of any explanation, it was not appreciated, he said, why a body of employees whose contracts of service were not with the Crown should be singled out for exceptional obligations which, it appeared, would amount to conscription, particularly when the loyalty of local government officers in a matter of this kind could not be in doubt and was attested by all that they did in and for civil defence during the last war.

"Virtually Conscripted"

The Home Secretary was asked to receive a deputation from the Association, and T. W. BURDEN, M.P., was asked to put the Association's view during the second reading debate. In his speech in that debate, Mr. Burden said:

"Everyone knows of the splendid services rendered by local government officers during the last war. Glowing tributes were paid to their work; and, speaking from my experience, I would say that the local government service was the backbone of the civil defence services. I put this question bluntly to the Home Secretary: Why are local government officers to be the only class in the community, other than the police and the fire service, to be virtually conscripted? Because that is the meaning I read into Clause 5. They are to be conscripted . . . Is that the reward . . . for the services they rendered in civil defence in the war?"

"The Home Secretary can have the loyal co-operation of the local government service if he goes about it in the right way; yet their Association, NALGO, has been ignored in this matter. If the Home Secretary persists in this clause, which imposes unfair obligations on these officers—not Crown servants—he is by no means helping to build up the new service; indeed, he may in the end defeat the object he wants to achieve in the new civil defence service."

Deputation to Minister

A deputation consisting of the president, P. H. HARROLD, the chairman of the law and parliamentary committee, E. R. DAVIES, the general secretary, J. H. WARREN, and the legal officer, W. C. ANDERSON, with Mr. Burden, met the Home Secretary, CHUTE EDE, M.P., and the Parliamentary Secretary to the Minister of Health, JOHN EDWARDS, M.P., on November 29. The Home Secretary explained that the principle behind the clause was that certain civil defence duties—such as rescue, demolition and repair of highways—must be performed by local authorities' staffs, or they would not be done at all.

The Government's view was that it was desirable that in preparation for this type of civil defence the teams should have their training together. They could not contemplate any local government officer, whose participation in civil defence work was necessary, being allowed to say that he would not undertake the necessary training. Therefore, the clause was a declaratory clause that such officers were under a duty to train for and take part in civil defence work.

They had no doubt that the majority of local government officers would be ready and willing to take part in civil defence, but they felt that in a matter of this kind the country was entitled to guard against the possibility that there might be an unreasonable minority

The deputation expressed the view that the clause amounted to conscription, and would cause resentment among local government staffs. From a psychological point of view, it was the wrong approach; as Mr. Burden had said during the second reading debate, the Home Secretary could have the loyal co-operation of local government staffs if he went about it in the right way. They urged that a system of voluntary recruitment be adopted in the first instance.

Eventually, after a long discussion, the Home Secretary said that if the Association could submit amendments which would satisfy both points of view, and which he felt he could accept, he would be prepared to move such amendments on the report stage of the Bill. For this purpose he was agreeable that there should be discussion with

would suggest amendments which would amount to recruitment and training being tried on a voluntary basis in the first place, with compulsion applying only if the local authorities found that the necessary staffs were not responding voluntarily.

The officials replied that it was difficult to adopt the voluntary principle for local government staffs when such a principle was not proposed for fire brigades and police forces. They could not abandon the clause, but were prepared to recommend the Minister to put down an amendment which would make it clear that, in imposing the duty upon local authority employees, regard must be had to the nature of the work for which they were primarily employed, i.e. that the training was intended to relate only to such extension as might be necessary in war-time of their normal local government duties. It would not relate to imposing some entirely different duty unconnected with their peace-time duties.

Voluntary Methods First

The officials suggested that, if the Minister were to agree, a position might be reached whereby clause 5 (1) should go into the Bill amended as they suggested, with an assurance that no regulations would be made under it until the local authorities had had an opportunity of satisfying their responsibilities by voluntary recruitment. Further, if NALGO wished, it might be consulted before the regulations were made.

The deputation pointed out that this suggestion amounted to the voluntary principle applying in the first instance, and urged that something on those lines should appear in the clause. The officials, however, were unable to agree that there should be any provision of that nature in the Bill. It was apparent that deadlock had been reached, and the president thereupon made it clear that the deputation's position was:

1. It maintained the view that clause 5 (1) was the wrong approach, but with reluctance would agree to it being amended on the lines the deputation had suggested;
2. Failing that, if the amendment suggested by the officials was made to the clause, the deputation would regard it as an improvement of the position, and no more, but must not be taken or quoted as having agreed to it.

No Unnecessary Compulsion

The amendment was moved by the Under Secretary of State, Major K. G. YOUNGER, M.P., during the report stage on December 3, and was accepted by the House. In moving it, he said:

"The intention which I am asked to make clear is that, first of all, regulations will be made under clause 2 (1) which will indicate the nature of the civil defence duties local authorities will have to undertake. Thereafter, there will be an indication given to local authorities by means of a circular that they should seek the co-operation of the appropriate classes of their employees in training for and carrying out those functions. There will be ample time after that circular has been issued to ascertain the response to that invitation . . . and there should be no difficulty in discovering whether there is any need at all for regulations to be made (under clause 5), which would, in the last resort, impose compulsion upon those categories of persons undergoing training. It may well be that no regulations will be necessary, and the Bill does not impose upon the Minister any obligation to make regulations in that event."

"I hope that explanation will assist in allaying any fears which local government employees and officers may have . . . The Home Secretary has a responsibility under the Bill to see that this work shall be done properly in war-time. It is part of his responsibility to see that necessary training is undertaken in advance. In the last resort, therefore, he must have the assurance of the Bill that he can discharge his responsibilities. Subject to that, there is no intention to use any compulsion unless it should be necessary."



"I've sold it to the Town Planning Committee!"

his officers, provided it was borne in mind by the deputation that he must be assured that the necessary personnel would be recruited and trained.

The Bill was debated in committee the next day, and Mr. Burden put down an amendment to delete reference to local government staffs from Clause 5 (1). It was not expected that this amendment would be accepted, but it presented an opportunity for reference to be made to the deputation's discussion with the Home Secretary. Speaking to the amendment, Mr. Ede referred to the representations he had received from the Association, and to the proposed endeavour to find more suitable words that would make local government officers feel that no invidious comparison was being made between them and the rest of the community. He continued:

"I am sure that everyone who was connected with civil defence during the war has nothing but praise for the way in which local government officers carried out duties that they never expected to have to bear when they first joined the service. Everyone recognises that they discharged those duties in a highly patriotic way, often in circumstances of great risk and danger, and that there was quite an appreciable number of casualties among them in the course of the operations. I have no doubt that the spirit which animated them then animates them now. Should they, unfortunately, have to undertake those duties again, they should be fully equipped to discharge such functions as fall to them."

On December 1, the president, general secretary, legal officer, and the Association's parliamentary agent met officials of the Home Office and Ministry of Health. The president reiterated the view that clause 5 was a wrong approach to the problem of training and recruitment, and said that if the Home Secretary would not agree to delete the reference to local government staffs from the clause, the Association, in an endeavour to effect a compromise,

N.E.C. Rejects Publicity Campaign for More Pay, but Seeks "Other Ways"

NALGO's National Executive Council, meeting on December 4, again considered the Conference instruction that it should "begin at once a strong campaign for rates of pay at least equal to those now paid by the major banks and insurance companies." It decided that a national publicity campaign at present would not be in the best interests of the Association, but that its service conditions and organisation committee should consider other ways of giving effect to the desire of Conference for a further general improvement of salary standards in local government.

The decision was reached by an overwhelming majority after a long debate based upon proposals made by members of the Council and reports of the service conditions and organisation committee.

Suggestions submitted by the members of the committee included:

- A demand for an increase of £1 a week to all officers;
- A special supplement to "L.G.S.";
- A special Conference;
- Special meetings of districts and branches;
- A special levy to finance the campaign;
- Publicity through the national and local press;
- Public meetings;
- Posters for display on staff notice-boards in town halls, so that they would be seen by councillors and the public;
- "Sticky back" leaflets;
- A letter (prepared nationally) to be sent by branches to every individual councillor;
- A monster petition to be signed by every member and lodged with the National Joint Council.

Threat to N.J.C.

It was contended in the committee that the proposed increase, amounting in total to £7 million or £8 million a year, would be turned down completely by the employers' side of the National Joint Council and local authorities, and that an appeal addressed to every local authority member, however persuasively worded and even though backed by public agitation, would result in strong pressure upon the employers' representatives to make no concession at all. It was also contended that the National Joint Council, which had been built up by years of patient effort and had been the means of a great improvement in standards, might be destroyed.

The committee also considered the effect of the policy set out in the White Paper on Personal Incomes, Costs and Prices—which had been endorsed by the T.U.C. That policy was that there was no justification at the present time for any rise in incomes from profits, rent, or like sources, and that rises in wages or salaries should be asked for only where the claim was based upon increased output; where incomes were below a reasonable standard of subsistence; where it was in the national interest to attract manpower to undermanned industries; or where it was necessary to safeguard wage differentials required to sustain standards of craftsmanship, training, and experience which contributed directly to industrial efficiency and higher productivity.

"Would Be Abortive"

In advising rejection of the proposal for a national publicity campaign, the chairman of the service-conditions sub-committee made the following points:

1. A national publicity campaign now as suggested by its advocates would be "completely abortive" and it was the duty of the Council—however unpleasant such a task might be—to tell members and Conference that that was so.
2. A campaign based, as its supporters had urged, on increases for those in the general division, would split the Association. Half NALGO's members were outside that division and specialist officers were already beginning to think that NALGO was concerned only with the welfare of general division clerks.
3. Comparisons with salaries in commerce and industry would be of little value, since, were NALGO to quote salaries which were better than those in local government, the employers

would be able, as they were at the Arbitration Tribunal, to quote salaries which were worse in many instances.

4. The employers had already indicated their attitude by their firm refusal of the application for the removal of anomalies created by the consolidation award.
5. The employers considered that award as having decided local government officers' salaries for some time to come.
6. The Government and the largest body of organised labour in the country—the T.U.C.—had agreed on the policy of wage and price stabilisation laid down in the White Paper on Personal Incomes, Costs, and Prices. Were NALGO to embark on a campaign for higher salaries, it would, in the public eye,

MEMBERS TURN DOWN T.U.C. AFFILIATION

Nearly Two to One

THE result of the ballot ordered by Conference to decide whether NALGO should affiliate to the Trades Union Congress was announced at the meeting of the National Executive Council on December 4:

| | Votes | % of Members | % of Votes |
|---------------------|--------|--------------|------------|
| For affiliation | 46,200 | 25.4 | 35.6 |
| Against affiliation | 83,443 | 45.8 | 64.2 |

As readers will recall, the Bournemouth Conference ruled that the Association should affiliate only if a majority of members voted in favour.

Of the 182,046 members entitled to vote, 131,079—71 per cent—did so, but of these 1,190 sent their votes too late and the votes of the further 245 were void either because the cards were unmarked or their meaning was not clear. Sixty-four members in the service of the National Assistance Board voted.

Immediately after the announcement, copies of it were sent to branches and a statement put out to the Press and the B.B.C., for report on the morning of Monday, December 6.

Rejecting a resolution of the Eastern district committee "deploring" the arrangements made for the ballot, the Council expressed itself satisfied with them and recorded its thanks to the staff for the way in which they had conducted the count.

be allying itself with the tactics of the Communist Party, which, evidence suggested, was conducting an offensive directed towards higher wages with the object of destroying the wage-freezing policy.

When the report came before the N.E.C., critics of the sub-committee's policy immediately challenged it by moving an amendment calling on the Council to declare its intention to carry out the policy laid down by Conference and to direct the service conditions committee to "take immediate steps to implement Conference instructions."

The report, said their spokesman, was weak and inconsistent, showing "contempt for the N.E.C." and "disloyalty to Conference." The chairman of the sub-committee had argued that a campaign "on the lines suggested" would be abortive. But no lines had yet been suggested. It was the duty of the N.E.C. to plan a campaign which would not be abortive. It was not true that supporters of a campaign wanted to confine it to the general division. They wanted a general increase for all grades, and they believed that inquiry would show higher salaries being paid in commerce and industry for comparable work to that being performed by all sections of the local government service.

To argue that comparison with commerce and industry would not help was defeatist: nobody was so stupid as to think that NALGO would base a campaign on unhelpful comparisons.

It was true that the employers were digging their heels in and that the method of joint negotiation through Whitleyism was coming up against serious barriers: but that meant, not that

NALGO should give up the struggle, but that it must try something new. It should put pressure on the employers and make them aware that there was unrest among local government officers. It could be said that the consolidation award had decided salaries for some time to come only if they allowed it to do so, without a fight.

The argument that, in campaigning for higher salaries, NALGO would be allying with Communists, was a red herring. It was easy to-day to say of any irksome policy that it was "something sponsored by Communists" in the hope that, then, nobody would support it. But the T.U.C. itself was not unanimous about the White Paper and, although the 1948 Congress endorsed it by 5,207,000 votes, there were 2,184,000 votes against. Moreover, two big unions which supported the White Paper had wage claims outstanding at the time and, since then, union after union had gone forward with its own claims.

Council "Inconsistent"

The N.E.C. itself had been inconsistent. In 1946, it opposed a strong demand from Conference for an immediate increase in the bonus, on the ground that the Charter had put the local government officer on a reasonable basic standard. In 1947, its chairman told Conference that the case for an immediate increase was unassailable. But this year, after they had been to arbitration and got only a small increase for a small section of the service, the then leader of the staff side produced to Conference all the employers' arguments as evidence that further claims would be inadvisable.

Nevertheless, the resolution calling for a campaign had been passed by a large majority at two successive Conferences. It had not then been labelled as a Communist plot. That suggestion was unworthy of the intelligence of the N.E.C.

It was the policy of the White Paper to freeze profits as well as wages so that, ultimately, prices might be reduced—and, until that happened, to freeze prices, too. In fact, prices, profits, and wages had not been frozen—except the wages of local government officers. Between 1946 and 1947, the profits of 1,381 firms had increased by 20 per cent.; between June, 1947, and June, 1948, prices had gone up 10 per cent., wages by 6 per cent., and productivity by 11 per cent. They were all going up—except wages of NALGO members. The terms of the White Paper were not being carried out—and, as recent wage increases showed, other organisations were not being deterred by it.

The report of the service conditions sub-committee was itself dishonest, since, after arguing that a publicity campaign for more pay to-day would be wrong, disloyal, and Communist, it went on to invite an instruction to seek other means of gaining the same end.

"White Paper Not Sacred"

Another speaker, supporting the amendment, denied that either the White Paper or the consolidation award were sacred—except to the service conditions sub-committee. The civil servants and all real trade unions were trying to get round the White Paper and improve wages, and it was despicable that a serious attempt to get NALGO to do the same should be dismissed with the humbug of the Communist bogey.

In the A.P.T. grades, public utility officers had done much better than those in local government, whose Charter was out-of-date by the time it began to operate. Since June, 1947, the cost-of-living index had risen by nearly ten per cent.; that was one reason for trying to do something. Loyalty to the country was a personal matter—but NALGO was a trade union pledged to improve conditions: it was not a loyal association of Buffaloes. If there were a split in the Association, it would not be between the clerical and A.P.T. grades but between those who wanted to get a move on and those who did not.

So far as he could see, this speaker concluded, the service conditions committee had not got a policy. The law and parliamentary committee showed them how to fight and how to stand up to people. The education and public relations committees had definite policies and

intended to pursue them. But service conditions had nothing save ingenious excuses for telling Conference a year later that it had been foolish to accept delegates' instructions in the first place.

Speakers in opposition to the publicity campaign pointed out that the N.E.C. was the leader of the Association and must take responsibility for giving effect to the decisions of Conference in the best way. Conference had asked for a campaign—but nobody had indicated what sort of campaign could be launched with any prospect of success. A publicity campaign would be likely to do more harm than good. Was it imagined that such a campaign would influence public opinion favourably towards wage increases for men and women the public thought of as "non-producing parasites"? Though they knew that was unjust, it was the common attitude.

When it put the original motion for a campaign to the 1947 Conference, Manchester branch spoke of the numbers of officers leaving the service for higher-paid posts in banks and insurance companies. Yet a recent report had disclosed that of 477 officers who left the service in Manchester during the following year, only seven went to banks and insurance companies. NALGO would have to dissociate itself from Whitleyism before it could begin the kind of campaign suggested.

Members' salary troubles could mostly be solved, another speaker contended, by grading and "job-study." The objective should be more members above the general division—and to reach that there must be more approaches to local authorities by branches and districts.

Whitleyism—or Militancy?

The point at issue was whether NALGO was to put its trust in Whitleyism or in militant trade unionism. If they chose the latter, then they must be prepared to strike; but the speaker believed that Whitley methods were still the best.

This view was widely supported, as was the policy of upholding the White Paper, which, one speaker argued, had saved the country from great financial disaster. It was in the interests of local government officers that they should support the White Paper. Since its publication, the National Arbitration Tribunal had dealt only with outstanding wage claims. No further claims were justifiable now. Since February, the cost of living had gone up only two points. Any further increase in local government salaries would increase the rate demand and, in consequence, force up the cost-of-living for all.

The service conditions sub-committee had already prepared proposals for revision of the Charter and could table these without delay as soon as the time was ripe.

The debate concluded with praise for the staff-side members of the National Joint Council. They had been urged in the debate to stand up to the employers—but they always had done that. NALGO had as good a staff side as it had ever had, but the opposition to it was stiffer than in the early days. It faced a difficult job, but was doing it well.

On a show of hands, the amendment was defeated by an overwhelming majority, and the motion of the service conditions sub-committee, declaring that a national publicity campaign now would not be in the best interests of the Association, but recommending that the committee be invited to consider alternative means of carrying out the desires of Conference, was carried.

Other matters discussed and decisions taken by the Council included:

Passenger Transport Staffs.—The Council will take all possible steps to foster the recruitment of clerical and administrative staffs of non-statutory road passenger transport undertakings. This will involve an amendment of the Association's rules by Conference. While the intention is that NALGO shall recruit only staffs employed in passenger road transport, the General Secretary has been empowered to continue negotiations for an understanding with other unions that where officers who, before their transfer to the Road Transport Executive had been engaged on passenger transport, were afterwards employed in freight as well as passenger work, they would not on that account be denied membership of the Association.

Gas Officers' Scales.—The Council expressed concern at the settlement of different scales for each region of the gas industry, and directed the service conditions committee to take steps to remedy the position as soon as possible.

Canals and Waterways Scales.—NALGO had joined with three other unions in preparing proposals for scales and conditions for clerical officers of canal and inland navigation services, and these will shortly be submitted to the Docks and Inland Waterways Executive of the British Transport Commission.

Arthur Pinches Honoured.—A clock and cheque were presented to ARTHUR PINCHES, who retired from the N.E.C. last year after 24 years' continuous service. Mr. Pinches, who, at the time of his retirement, was the "Father of the N.E.C.," told the Council that he intended to buy a television set with the cheque.

PUBLIC DENTAL OFFICERS

Many Want NALGO to Represent Them

A HIGH proportion of dental officers employed by local authorities want their salaries and conditions settled on Whitley principles. Many of these have stated that they would prefer NALGO to conduct negotiations on their behalf. Others want NALGO to co-operate with the professional dental associations for that purpose.

This trend of opinion of public dental officers is indicated by the first batch of replies to a questionnaire recently sent by the Association to all branch secretaries.

The Association has consistently urged that the interests of dental officers could best be served by the formation of some kind of Whitley machinery. It would itself favour a functional council for dentists on the same lines as those set up for nurses and midwives, administrators, and technical staff, but this, though supported by the Ministry of Health, was rejected by the professional associations last July.

NALGO's view was recently defined by the General Secretary in a letter to certain dental officers in Middlesex. It said:

"1. It is the Association's considered view that the most successful method of approach to the settlement of the salaries and service conditions of public dental officers would be by co-operation between the professional organisations representing dental officers and NALGO.

"2. The best machinery for the purpose is a functional council within the National Health Service Whitley machinery.

"3. Pending the formation of a functional council, the position of public dental officers is so serious as to require interim attention. This can be obtained through the machinery of the local government N.J.C.

"4. The recommendations of the dental Spens committee must form the basis of any agreement affecting public dental officers."

Staff Salary Proposals For Senior Health Officers

STAFF proposals for salary scales for senior administrative officers of teaching hospitals are now being considered by a committee of the functional council that settles pay and conditions for administrative and clerical staffs of the health service.

The staff proposals, exclusive of London weighting (not yet determined), are:

For Officers of Undergraduate Teaching Hospitals
Chief Administrative Officers—a minimum of £2,250 + 50-£2,500, with a further £250 for exceptional responsibilities.

Deputies—two-thirds of the chief officers' scale.
Finance and Supplies Officers—a minimum of £1,000-£1,250, with a further £250 for exceptional responsibilities.

Assistant Secretaries (administrators of individual institutions)—whatever scales are negotiated for equivalent officers of hospital management committees, plus ten per cent., modified to obtain round figures.

For Officers of Post-graduate Teaching Hospitals

Chief Administrative Officers—between £1,500 and £2,000 at first—commencing salary and increments being settled by the Board according to responsibility—with a maximum of £2,500, and subject to the proviso that, if both management and staff sides agree that such scales are not justified in a particular case, a special scale will be laid down by the functional council.

Deputies—two-thirds of the chief officers' scale.
Finance and Supplies Officers—whatever is negotiated for equivalent officers of hospital management committees.

For Officers with Joint Appointments in All Type of Teaching Hospitals

The salary of the highest-paid post held plus 20 per cent. if three appointments are held or 15 per cent. if two are held.

Eastern Gas Scales Follow L.G. Charter

NALGO welcomes the announcement that the Eastern gas regional council, of which it has four seats against the seven of the British Gas Staffs Association, has adopted scales similar to those of the local government Charter and has turned its back on the dismal London scales.

This is a step in the right direction. Last month, a contributor to "L.G.S." complained bitterly that in each region where NALGO was in a minority on the staff side, scales had been adopted similar to those operating in London.

It is now encouraging to record that the industry is one step nearer uniformity in the standards of its administrative staffs.

The new Eastern scales are as follows for officers of undertakings classified as A.1. Other officers suffer a deduction of £15 at each step, except for women in general and clerical divisions who receive £12 less.

GENERAL

A—for those performing duties in accordance with well-defined instructions—£135 (women, £108) at 16, to £290 (women, £234) at 25

B—for those possessing an efficiency certificate and performing duties involving greater responsibility than those of division A; but tasks still mainly of a routine character—Men, £305 × 15(4) 20(1)—£385; Women, £246 × 12(4) 14(1)—£308.

(Note: Promotion to B division depends on the existence of a vacancy.)

CLERICAL

1—for those performing duties of a clerical character requiring the exercise of greater initiative, where there is the minimum of supervision required, and where daily routine varies—Men, £395 × 15(3)—£440; Women, £316 12(3)—£352.

2—for those performing duties (a) of a more important clerical and administrative nature with control of large sections of staff and/or (b) of a clerical nature requiring special knowledge or major individual responsibility without supervision—Men, £440 × 15(3)—£485; Women, £354 × 12(3)—£390.

MISCELLANEOUS

For men performing duties not wholly clerical in character but of a specialised nature—I, £315 × 15(3)—£360; II, £375 × 15(3)—£420.

A. P. T.

For men and women performing duties concerned with the formation of policy, improvement of organisation, general administration of instructions of the employing body and the control of departments; higher work in the legal, technical, accounting, and other departments; and professional or technical work for which suitable engineering, scientific, medical, legal, accountancy, secretarial, or other appropriate qualifications are essential—I, £390 × 15(3)—£435; II, £420 × 15(3)—£465; III, £450 × 15(3)—£495; IV, £480 × 15(3)—£525; V, £520 × 15(2) 20(1)—£570; VI, £550 × 20(3)—£610; VII, £595 × 20(2) 25(1)—£660; VIII, £635 × 25(3)—£710; and IX, £685 × 25(3)—£760.

Gas £40 Bonus Dispute For N.J.C. Executive

THE Gas National Joint Council, meeting on December 15, referred to its executive committee for consideration early this month:

The claim of the London region staffs for a £40 lump sum bonus (reported as a difference by the regional council); the plea of the Southern region for national, as distinct from regional standards for gas staffs; and the failure so far to reach a decision on whether foremen of all grades, meter readers, and prepayment collectors should come within its own jurisdiction or within that of the Joint Industrial Council.

On the last point, the staff has reaffirmed its opinion that those concerned should be covered by the National Joint Council. Representatives of the two joint councils are to meet for discussions.

READERS' FORUM

"Critic" Under Fire : Readers Assail His Equal Pay Heresy

"Critic's" article on equal pay in the December journal has aroused a flood of correspondence. We cannot print all, or nearly all, of it, but below is a selection.

NONSENSE, humbug, cant, and hypocrisy are talked about equal pay," says "Critic." They certainly are—with "Critic" leading the field. His article is emotional and logical. His bland suggestion that we "consider dispassionately all the problems involved, early, objectively and scientifically" is an impertinence, in view of the Royal Commission's report—the fruit of exhaustive inquiry. Can NALGO hope to do better?

Equal pay is accepted in the theatre, letters, law, accountancy, medicine, architecture, journalism, and for M.P.'s, Cabinet Ministers, university lecturers, paid magistrates, 11,600 employees of the B.C., ferry pilots, A.P.T. grades in local government, flight engineers of the A.T.A., sub-postmistresses, and bus conductors. Elsewhere, there is chaos. Authoritative persons have described the wages structure of this country as "crazy," but "Critic" wants women held on the lowest rungs that crazy edifice.

Even before 1939, the gap between men's and women's wages in other countries was not as wide as in Britain. Apart from Russia, where identical rights for men and women are embodied in the constitution, equal pay is applied in the civil services of the U.S.A., Argentina, Austria, Belgium, Canada, Czechoslovakia, Denmark, Egypt, Finland, France, Greece, Hungary, Italy, Japan, Latvia, Luxemburg, the Netherlands, New Zealand, Norway, Poland, Rumania, Sweden, Switzerland, and Turkey. These countries have widely different economies—from the agrarian to the highly industrialised; from the backward to the most advanced.

Why is it necessary for men and women to agree on the rate for the job? Apart from the antics of "fair play," men need to support equal pay out of self-interest, since cheap labour inevitably leads to the general depression of wage levels. Far from being "completely devoid of sense or meaning," therefore, the call for equal pay is the most patent common sense.

But "Critic" and other backwoodsmen (with a few backwoodswomen) feel that to pay a woman as much as a man, or to put her in a position of authority over any man, is an outrage against humanity (or rather against the masculine half—which is all that really matters). To cover this primeval feeling of outraged masculinity, "Critic" trots out "respectable" arguments.

A man, he says, supports, or will probably support, a wife and family. But a wife is not a dependant, she does a job for which someone could have to be paid were she not there. At the best, she earns her keep: that of real dependants? The average male teacher, according to the Royal Commission, has 9 children. Children grow up, cease to be a liability and, indeed, often help financially in the home for several years. When the children are grown up, the father's salary is not lowered. A woman's dependants, however, tend to be invalid and/or ageing parents, and her financial burden persists or even increases till the years.

Wage rates are not, and never have been, based on the assumption of men's family responsibilities. Were this so, the remuneration of manual workers (who tend to have larger families) would be higher than that of professional workers. In fact, precisely the opposite obtains—because, where workers are educated and highly organised, wage rates are high.

If workers' remuneration is to be adjusted in accordance with obligations to dependants—and no one would deny that it should?—then the logical and equitable way is by State family allowances and reduced income tax. "Critic" grants this, since such arrangements are not perfected here and now, he maintains that existing anomalies should continue. On the contrary: to institute equal pay for equal work would give urgency and impetus to the legitimate demand for extended family allowances and increased income remissions for the family man.

Do women need less than men? Certainly, they can buy less. Much of men's higher incomes is spent on themselves—drinks, smokes, eats, etc.

Look in any restaurant at lunch-time and you will see as many men eating meat and two vegetables, two cream cakes and/or an ice as you will see women eating beans-on-toast and/or a buttered bun. Even on clothes, supposedly a feminine extravagance, the American male at any rate spends more than his female counterpart.

"Critic" further suggests that women are worth less than men—that their contributions can never be identical. At the beginning of the war, Mr. Bevin calculated that three women would be needed to do the work of two men in the war industries; but in November, 1944, he admitted that women had proved equal to men. But Mr.

Letters for the February Journal must reach the Editor, (1, York Gate, Regent's Park, London, N.W.1), by January 17. They should be written or typed (double space) on one side of the paper only, and must be accompanied by the name and address of the writer. The Editor reserves the right to condense letters for reasons of space.

Bevin was merely Minister of Labour; "Critic" knows much better!

After training women, he continues, the employer loses them on marriage (or motherhood) and his work is wasted, whereas men on marriage settle down and work harder for promotion and more pay. But is this valid? Many women, particularly if qualified, continue in employment. Married men are often a dead loss to their employers because they leave, seeking better jobs. That, of course, is "enterprise"—only women are expected to pay for their training by becoming limpets. In any event, many women give 10-15 years' service before marriage—and it is by no means certain that staff changes are invariably undesirable. In many occupations, fluidity and freshness is at least as valuable a quality as experience.

Now comes the trump card, the irrefutable argument—"the cycle of woman's emotional and physical life," influencing "her capacity for sustained unemotional, objective, administrative work from the age of 18 to 55."

"Women," says "Critic," "tend to need more sick leave; many are temperamentally unsuited to take charge of other staffs." But it is not only women who are unsuited to control staff—many men are, too; we meet them every day. Women need more sick leave? Yes, they do—and much of it is attributable to cheap, starchy and insufficient food, bought out of inadequate wages, and to the strain of domestic work in addition to "gainful" occupation. Men workers are cleaned for, cooked for, shopped for, and cared for in sickness, usually by those "dependant" wives they generously "support." Women going out to work must fend for themselves. If wages are based on needs, why are women's wages not adequate to pay a housekeeper? Non-professional women workers cannot afford such a luxury; but almost invariably a man employs a housekeeper when, for some reason, the cheaper wife is not in the picture.

What basis is there for the use of this mystic "cycle of woman's physical and emotional life," as an argument against women's economic emancipation? An investigation carried out for the Industrial Fatigue Research Board in 1928 concluded that: "The results—whilst indicating the existence in some individuals of slight variations in efficiency and functional activity during the menstrual cycle, confirm the more recent work on the subject in indicating that this strictly physiological problem has, as a rule, no noticeable effect on working capacity amongst normal healthy women." Further, facts and figures given in the appendix to the Equal Pay Report support the statement that gynaecological disorders do not account for the difference in male and female sickness rates.

Did "Critic" care a fig for women's health or sickness needs, he would urge better wages for women. Has he protested against the employment of women in heavy manual work, charwomen dragging heavy buckets up flights of steps, the sweating of women in tailoring, laundry work, catering, chain-making, lace-making, and the

heavy drudgery of the weekly wash of working-class housewives? No, these women offer no threat because they occupy jobs men would not touch. In fact, a far more potent influence on women's "capacity for sustained, unemotional, objective, administrative work" is the jealousy, criticism, ungenerosity, and lack of co-operation extended them by the "Critics" in the local government service—plus the smart of not receiving the fair reward for the job done.

But "The moving finger writes and, having writ, moves on." Equal pay for equal work and equality of opportunity are inscribed in imperishable letters on the walls of time. The majority of men and women members of NALGO know this claim to be just for both men and women—and their will shall prevail.

Kenilworth, ERICA K. HODSON.
Dudley Road, Manchester 16.

Only Rule—Rate for the Job

"CRITIC'S" specious verbosity suggests that he is an early Victorian. Emotion, rhetoric, sex, marriage, income-tax—none of these things has anything to do with equal pay. There is need of but one rule—the rate for the job, irrespective of sex, responsibility, or anything else.

"Physical and emotional cycles," my foot! Are men free from them? I understood that in men they lasted up to the age of 90, but according to "Critic," a woman is unsuited for responsibility because of them, and a man more suited.

O. J. TRETOWAN.
South Western Electricity Board,
Redruth, Cornwall.

"Would Give Wives Independence"

IT is untrue that a man has more to buy with his money. He certainly has more to spend. He maintains more dependants—but only because he is economically able to do so. Thousands of women would return to business after marriage and having babies if they could earn enough to make it worth their while. Equal pay for equal work would ease the strain of living and lighten the burden for working men by giving their wives independence.

11, Merewood Road, A. FIELD.
Three Lane Ends,
Castleford, Yorkshire.

"Less Pay for Less Work"

"CRITIC'S" article was refreshing. There is plenty of material for constructive research as he advocates, and although a Royal Commission failed recently to reach a decisive conclusion, this should not daunt NALGO.

Why not consider whether women receiving lower salaries should not also have different conditions of service? If there must be a slogan, what about "less work for less pay"?

GORDON M. TERRY.
Kent County Branch.

"Equality for Over-40's"

EQUAL pay should be granted to women of 40 and over. At such an age, a woman still at business would usually have decided to make it a career; she is more or less barred from changing her job, because she is "too old," yet she lacks the opportunity of a more remunerative position. We spinsters are taxed up to the hilt, with less return than married men, though our commitments are often as heavy.

135a, High Street, DORRIS RUTTER.
Staines.

Any Action Welcome!

THANKS, Mr. Critic! Most women would welcome "constructive research on this issue," because it would at least denote some activity by the N.E.C. on the subject. This, so far as one can discover, would be 100 per cent. improvement on the present situation.

MARGARET HAMILTON.
Transport Offices,
Glasgow, C.2.

PROMOTION EXAMINATION

"Useful and Interesting"
MR. MOGG'S letter last month must have dismayed those who had taken or were preparing to take the promotion examination, were it not that local government officers have big enough minds to smile tolerantly at his conceit and egotism.

It is difficult to decide just what are Mr. Mogg's ideas on education. Does he think it harmful or unnecessary? Has he really not heard of Bottom and Becky Sharp? If he has, like most people who have been educated in England during the twentieth century, why does he consider an examination question on them to be unfair? No examinee was compelled to write about those characters, or any part of English literature, or the civil service in 1850—if that was not his strong point. There were many alternative questions in every paper. I suggest that every question set on central and local government, local authority administration, and finance either had direct bearing on an officer's work, or was useful and interesting to him.

Mr. Mogg feels sure he would pass? Then, why in the name of Shakespeare didn't he try? But perhaps he has not heard of Shakespeare! My own view is that anyone who is worth a job above the general division should be able to pass the promotion examination. It certainly was not difficult last year: I sat for and passed it myself after ten months in local government.

Mr. Mogg says: "away with these moth-eaten professors and their fooling questions." I say away with Mr. Mogg and his kind, and let's have some keen, intelligent men in the service who have enough interest to study and fit themselves for their work.

Ealing. L. W. DUNCOMBE.

LIBRARY ASSOCIATION'S EXAM.

"A.P.T. Appropriate for A.L.A.'s"

ACCORDING to the report last month of the October meeting of the local government N.J.C., no specific reply seems to have been given to the representation that professional intermediate examinations, and particularly the Library Association's registration examination, should be recognised as alternative qualifications to the promotion examination. Were these proposals turned down completely or carefully avoided? Or is your report incomplete?

The N.J.C. makes much of the necessity for a better qualified service. No one would wish to deny this, but surely a professional body such as the Library Association would, with respect, know more than the N.J.C. or L.G.E.B. about the qualifications needed by library assistants.

Clause 11 of the Regulations and Syllabus of Professional Examinations (Library Association Year-Book, 1948) lays down that a member who has passed the registration examination and has completed three years' library service should apply for election to the register as an Associate; and that members whose names are registered as Associates are entitled to use the designation A.L.A. and to describe themselves as chartered librarians "thereby indicating that they are persons whom it is appropriate to place upon professional, technical, administrative and similar grades, where such are operative." Apparently those who believed that, after passing the registration examination, they held a professional qualification, are now to be told by the L.G.E.B. that they hold no such thing!

Not long ago "L.G.S." reported that professional bodies might be asked to recast their examination system to fit the Board's requirements. This, as far as the Library Association is concerned, could mean only lowering the standard of both registration and final examinations and would react most unfairly on those who had begun or completed their studies.

W. H. T. MABEY.

79, Millers Road, Brighton, 5.

The representations of the Library Association, and all similar representations, have been referred by the N.J.C. to the Local Government Examinations Board, which is considering them.

RATING VALUATION STAFFS

"Majority Out of Pocket"

I WAS interested to read in the December number that further progress has been made by the negotiating committee in its discussions with Mr. Glenvil Hall, Financial Secretary to the Treasury, and officials of the Board of Inland Revenue. The "progress" appears to be that Mr. Hall has agreed that if the officers appointed to the posts of deputy chief valuer or assistant chief valuer had been receiving net salaries higher than the pay allocated to those posts they should be allowed to retain the higher figures.

Your article indicates, however, that there are

no officers receiving a salary above £1,570, and since the salaries for the posts mentioned above are £1,800 and £1,650 respectively, it seems a noble concession has been made! In any case, only two members of the valuation profession will be affected, so NALGO can hardly expect us to go wild with delight at the news.

Your statement that the majority of transferees would suffer no loss of pay calls for some comment. There will be about 300 district offices under the new organisation, compared with 1,500 local offices at present. Many officers will therefore have to travel to an office outside their present area, involving a bus or train journey costing a shilling or more each day and lunches costing about 15s. a week, to say nothing of adding two or three hours to their working day. Hence, though gross salary may remain the same, net salary will be much less. At present, many senior officers in towns and districts of their own choice move only if and when they wish; under civil service conditions of employment, however, they may be sent to any part of the country at the whim of the Board. In terms of cash, the existing security of family life must be worth a considerable sum. Apart from the actual expenses incurred in removal (a contribution is made by the civil service) there is the serious disturbance of family life particularly when children's education is involved. If an officer, transferred at his existing salary, has additional travelling and other expenses, it will be difficult to convince him that he is not suffering loss.

N. A. V.

As is reported on Page 270, negotiations with the Board of Inland Revenue have reached deadlock, and the officers' negotiating committee has recorded its "profound disagreement" with the Board's proposals.

T.U.C. BALLOT

"Let the Issue Rest Now!"

MAY I draw attention to my letter ("L.G.S." October) which forecast that neither side in the T.U.C. ballot would achieve a vote exceeding 50 per cent. of total membership. In fact, the votes cast against affiliation were almost exactly 45 per cent. of total membership, as I predicted. The supporters, however, did not come up to expectations and, as a result, I do not propose to press for another ballot. I hope that the issue will now rest for a few years until the T.U.C. itself can convince members that its consultative and advisory functions are much more important to the future of the country than its past political associations.

However, may I emphasise that even had there been 83,443 votes cast for affiliation and 46,200 votes against, we should still have been bound not to affiliate.

Newbury Borough. K. E. BELLINGER.

WATER COMPANY STAFFS

"Recognise, Nurse, Encourage Them!"

MEMBERS of my branch were interested in the letter from Sunderland and South Shields Water Company branch last month, expressing their views on the apparent neglect of members employed by water companies.

Headquarters does not appreciate that there is a large potential membership in the water companies, nor that, to recruit those members, it is not only necessary to publicise NALGO among them, but to recognise, nurse, and encourage existing branches and get cracking on the establishment of negotiating machinery for the industry both locally and nationally.

We are glad to know that the British Waterworks Association has been approached and that fruitful results are expected. This is the kind of action we want. Broadcast this information amongst the water company staffs! Urge them to unite and join NALGO!

Water staffs enjoy little collective organisation (this will have to be built up), yet, whilst in local government even the most senior officers consider themselves to be employees, in water companies, the general managers and chief engineers regard themselves as "the management" and are for all practical purposes the employers.

Show us that NALGO can and will help us: we shall respond!

W. H. ATTWOOD.

Colne Valley Water Company Branch.

This problem is dealt with in an article on Page 268.

NALGO AND COMMUNISTS

"We Want Unity—Not Witch-hunts"

BROTHER H. EVANS'S letter in the December journal is an example of the prejudiced a splenetic thinking that threatens to split the trade union movement, of which NALGO is a part.

His references to "subversive activities" as "foreign propaganda" are belied by the major cent work of Communist trade unionists throughout the country; work that is recognised even by their most active opponents.

If the demand for a reasonable standard of living for local government officers is foreign propaganda, most of NALGO's members with the possible exception of patriotic Bro. Evans, are guilty.

We want no witch-hunts in NALGO. Rather do we wish to remain united in pursuit of common aims.

85, Erlanger Road,

S.E.14.

J. LEI

The above is representative of many letters I have had on this subject. Since we have insufficient space to publish all the letters received for service or Association affairs, we cannot spare a for political controversy, and this correspondent must now close.

BLACKCOAT'S BURDEN

"£598 No Criterion"

IT is entertaining to read in the December journal that the unfortunate black-coat worker receives only £598 a year after deduction, and that he cannot make do on it. If all local government officers had the opportunity of realising that figure there would surely be no lack of recruits.

It would be interesting and instructive if Headquarters could say what percentage of its members receives such an income. If this sum is a criterion for the middle-class, I should say the NALGO must be a working-class organisation. Norwich Branch. VICTOR E. FOSTER.

The only information Headquarters can give is that, in October, 1947, 16 per cent. of members were paying NALGO subscriptions at the highest rate—i.e. on salaries exceeding £450.

"Apprenticeship Too Long"

WHY is there a "chronic lack of recruits" in middle class occupations such as the local government service? (last month's leading article?) I will tell you!

In most occupations, after a period of apprenticeship and attaining the age of 21, a man gets the full rate of the skilled worker. In local government, however, at 21 he gets only 57 per cent of the full rate, for which he must wait another 11 years. True, the local government full rate is a little more than that of a skill industrial worker, but the length of apprenticeship in local government is absurd.

The solution is not a rise in the maximum of the general division, but a lowering of the age at which it is attained—to 25 for preference.

"ONE JUST 22."

"Wage for Age Unfair"

THE principle of wage for age can be made unfair to the junior. I have done a far-from-routine job for two years, have passed the D.P.A. part I, and am studying for part II. They have not prevented an unqualified man of 32 being appointed to a routine job in the same office at salary £140 above mine.

I do not agree, however, with the maximum being reached at 25 or at any other specific age. Why not, as in the higher grades, by five annual increments according to experience? This would give an incentive to the young to enter local government and compel a man of 30 to start at the bottom and prove his worth.

"ANOTHER AGED 22."

"Give Maximum at 25"

I TOO, have always been puzzled by the linking of salary with age. Give us the maximum at 25, when a man most needs money, and the service will not only attract recruits it needs, but may also become the efficient body it is wrongly supposed to be. Parents avoid sending their children in the service to-day even as into the mines, and before long local government will find itself the same boat as the mining industry—that seeking new entrants.

"YET ANOTHER."



SOMETHING got into us recently. No, I don't mean the stuff we consumed over the festive season, which had no sooner got to us than we wished it safely outside again. . . . On second thoughts, perhaps Rufus did have a delayed-action hangover, coupled with sentimental recollections of the day when there was some point in making, at this time of the year, such resolutions as *From this day forth no nicotine shall undermine my health*—secure in the knowledge that the undermining process could begin again as soon as one felt like it.

Whatever the reason, it is a fact that Rufus, in the middle of a discussion about what was the solute minimum of NALGO activity we would get away with during the coming year, said solemnly: "After all, we must remember that NALGO exists to promote the interests of the ordinary member."

Normally, this joke would have lasted us a long time. In bars, in back corners of the office, and whenever we wished to become the life and soul of any NALGO function, we could have ended uproariously: "By Jove, do you remember the time old Rufus came out with that awful crack about—" etc.

But before we had finished our first good laugh, Rufus bowed on us that the poor chap really said it.

"Why, Rufus," I reasoned with him, "surely you know that the purpose of NALGO is—mean, we're supposed to— Anyway, at your age, you should know better."

"Hear, hear!" supported Sackbutt. "Everybody knows that NALGO's like—like the podwin Sands or something. It's sort of there, everybody knows why, but—"

"Suppose you're right, Rufus," I said. "What do you think the average member wants to do in 1949?"

"Er—um—" He hadn't expected that. Then the great idea hit him. "Hadden't we better ask the members that?"

It was one of those vintage moments, immediately after the expression of an idea shattering its newness and in the magnitude of its possible implication. . . . and before one has got down to the exasperating job of trying to carry it out.

Rufus himself broke the spell.

"I suppose we'd better have one of those public opinion polls: *What do you expect NALGO to do in 1949—please answer yes or no.*"

"They're always such a Gallupping success," I injected.

"They're perfectly O.K., if you make up your mind what you want them to prove."

After a lot of arguing about different systems, we were finally agreed that everyone should be questioned direct, and the answers would be collected by Miss Gymbol deliberately setting out to overhear conversations about NALGO and writing shorthand notes of them (in Crass Observation fashion).

The first person to be interviewed was the Boss, who welcomed us effusively. (His status in our branch is doubtful, as he is a member of the principal Bighshots' Association; which in turn is affiliated to NALGO; therefore he takes every chance to demonstrate the fact that he is the life of the Club).

"What I should like," he said, "is to see NALGO continuing its present policy of being shall we say a completely gentlemanly body. It never causes any local authority a moment's anxiety, it always takes 'No' for an answer. At the same time, it organises plenty of gentle, harmless activity, such as N.E.C. meetings and J.I.C. discussions, to keep the membership shut u—er—satisfied. Am I not right, Alderman?"

"Y—yes," Alderman Jove, who happened to be visiting the Boss, was a bit doubtful. "Of course, what I'd like best to see NALGO doing is disbanding itself. . . ."

Miss Gymbol, who was next on our list, was terse in her demand.

"All I ask is to be allowed to strangle 'Critic' with my own hands," she said, waving a copy of last month's "L.G.S."

Sackbutt, still smarting after Betty's latest lecture on the reasons why she couldn't marry him, wanted NALGO to press for a bar against all women officers. George had a great deal to say about the need for cleaning up NALGO's organisational machinery.

"I'm in favour of demanding a certificate of sanity from all prospective branch and district officers," he said. "Also a reply in the affirmative to such questions as: *'Do you consider the ordinary member has any rights at all? Do you think a local government officer is under any obligation to serve the public?'*"

"It isn't branch officers you want," I retorted. "It's a lot of bluepencil bootlickers."

"Isn't that exactly what we've got?" he asked sweetly.

AT RANDOM

Thought for the Month

TO put the world in order, we must first put the nation in order; to put the nation in order, we must put the family in order; to put the family in order, we must cultivate our personal life; and to cultivate our personal life, we must first set our hearts right. Confucius.

E and O.E.

A parcel was received badly battered and minus the cake which it had originally contained. The postman concerned affirmed that he had delivered the parcel as he had received it, had not seen the cake, and did not like cake, anyway. The Sub-Postmistress forwarded the postman's report to his Head Office with the comment: "I have no reason to doubt this man's voracity."

Unrationed Advice

My wife and I often say life can best even Lane Norcott! For example, this extract from "Who's Who" on books published by Dr. Josiah Oldfield:

*Flesh Eating a Cause of Consumption.
Diet and Rheumatism.
Diet and Indigestion.
Diet and Appendicitis.
Eat and Get Well.
Eat and Keep Well.
Eat and Keep Young.
Eat and Keep Happy.
Eat and Be Beautiful.*

I suggest to Dr. Oldfield that one day he should write a book simply called "Eat."

Brevities

The real problem about your leisure is how to keep other people from using it.

Children are natural mimics. They act like their parents—in spite of every attempt to teach them good manners.

The gas company is advertising for low-pressure acesmen.

After listening to a few such attempts at low humour, I thought it best in my own replies to try to balance things by emphasising the perfection of NALGO at present, the fact that it invariably succeeds in anything it attempts to do, and seldom hears a grumble from any of its members. Criticism, I find, never gets you anywhere, except into the black books of the Powers That Be.

We called a special meeting to tabulate the replies, but this was a bit difficult, since no two sets of answers were close enough to each other to be slumped together, even under such a heading as *NALGO is the Dregs*.

We were forced to call on Miss Gymbol for a summary of her notes of conversations overheard.

"It's quite easy," she said, "to tabulate my findings. . . . According to my Crass-Observation of each member of the staff, without his or her being aware of my presence, everyone wants the same thing from NALGO during the next twelve months."

At last, unanimity!

"What is it?" we breathed.

"Well, there are those who term it Improved Charter Gradings, or Equality with Banks and Insurance Companies. Some, like myself, call it Equal Pay for Equal Work. Others want Bonuses, Grants, Weightings. Among the less gently nurtured, it is referred to by such queer-sounding phrases as What It Takes, or simple The Doings. But, call it what you like, the thing everyone wants NALGO to do in 1949 is to get them more—"

"MONEY!"

"That," I said icily, as soon as I could make myself heard, "is complete libel and slander so far as I personally am concerned. My sentiments towards NALGO have ever been of the most lofty, and I am certain I never expressed such—"

"Just a minute." Obliging, Miss Gymbol hunted through her notebook. "Here we are, TOBIAS: Of course I wouldn't bother my head about NALGO, if I didn't think there might be a chance of getting one of those well-paid underworked District Officers' jobs. . . ."

Which only goes to prove what I said in the beginning: that it's no good relying on public opinion polls.

by "Hyperion"

"Take the afternoon off, Miss Lovett—I want to think."

"Those women at summer resorts—just so many stuffed shorts."

Wanted.—Flagpole, as Christmas present for a bunting enthusiast.—Advertiser in "The Times."

The Dental Estimates Board have decided not to pay dentists for pulling their own teeth.—Dental Magazine.

Broadminded Proviso

A typist to whom one of our readers dictated a *dum casta* clause in a separation agreement reproduced it as: "Such payments to continue only for such period as the wife shall lead a chased life." Our correspondent adds that "certain male members of the staff were quick to volunteer their services if the good lady should have any difficulty in complying with this condition."

Law Notes.

Procedure for Successful Failure

At a recent meeting of the Southwick urban district council a councillor stated:

"An unsuccessful amendment is not unsuccessful until it has been put to the meeting and carried."

In a heated discussion in standing orders it raised no comment!

Budding Diplomat

"Now, are you truthful?" asked the employer, interviewing a prospective office boy in the presence of his mother.

"Aye," put in the mother quickly, "the lad is that—but, of course, he understands that business is business."

Canine Crematorium

"And every anniversary a card of remembrance is mailed without further charge. It reads: 'Your little Arthur is thinking of you in heaven to-day and wagging his tail.'"

From "The Loved One," by Evelyn Waugh.

A NALGO DIARY

By "ABINGDON

More N.E.C. Changes: Transport Organiser Appointed: Three Days Sick in 56 Years!

THIS month I welcome two new electricity representatives on the N.E.C.

G. A. WHITE, deputy senior clerk, Eastern Electricity Board, who succeeds F. W. GOODCHILD, recently resigned as a representative for the Eastern district, is imbued with the true pioneer's spirit. A founder member of the Northmet branch—the first electricity branch—he was also one of the 1947 Conference delegates whose initiative led to the first national electricity conference. He is branch chairman and a member of the district committee and its electricity consultative committee. His 24 years with the Northmet Power Company amply qualify him for his role of negotiator on the Eastern district (electricity) joint council and the Northmet sub-area (electricity) staff committee.

L. H. PALMER, senior records clerk, Portsmouth district, Southern Electricity Board, who succeeds B. HEPTINSTALL in the Southern district, has a wide experience of



G. A. White L. H. Palmer

both local government and electricity, from 1929 to 1932 in the city engineer's department at Portsmouth, then for ten years in the treasurer's department (electricity section), and from 1942 in the Portsmouth electricity undertaking. A member of Portsmouth branch executive from 1934, he has been P.R.O. and vice-chairman, and is now chairman of the Portsmouth electricity branch. He has also served on the joint staff committee and has been chairman of the staff side of the Southern area electricity joint council and of its negotiating committee and a member of the National Joint Council (Electricity) since their formation. He is a member of the consultative committee for electricity staffs and chairman of the Southern area electricity consultative committee.

Miss Dawson Resigns

MANY women members—and men, too—will echo my regret at the resignation from the N.E.C. of Miss EDNA DAWSON, whose domestic responsibilities no longer allow her to continue. She has been an active member of the Association for more than 20 years and was first elected to the N.E.C. as one of two special women representatives in 1938. Since then, she has missed only one year, 1945-6, when, although elected, she could not take her seat because two women had been elected to the council through ordinary elections. Since 1946, she has represented the Yorkshire district, topping the poll in 1947.

H.Q. Transport Organiser

TAKING up duties at Headquarters on January 1 will be JOHN LANCASTER, NALGO's

newly appointed organising officer for transport staffs. Mr. Lancaster has had 25 years' experience with the Lancashire United Transport and Power Company, Ltd., of which he was schedules and traffic administration officer. He was president of the South Lancashire Transport branch, member of the North-western and North Wales district committee, and vice-chairman of the district advisory sub-committee for transport. During the war, he served as a warrant officer in the R.A.O.C.

Summer and Week-end Schools

ENROLMENTS for NALGO's 1949 summer schools are already being made, although details have not yet been circulated. Some applications are accompanied by tributes to last year's schools, and further evidence of their popularity is provided by the fact that some students do not apply for special leave to attend, but use their annual holidays for the purpose. The proposed Dutch summer school is also arousing interest, but more applications are needed.

Plans are well in hand, too, for the Metropolitan area education committee's week-end school at Ashbridge College, Berkhamsted, from March 25 to 28. Main subject of discussion will be the new form of local administration arising from the transfer of powers and functions to the larger local authorities and other bodies.

Learn to Speak in Public

ANOTHER educational venture which should appeal to many members is a course of twelve lectures on public speaking, arranged jointly by the Metropolitan area education and public relations committees. The lectures, to be given by RAYMOND RAYNER, secretary of the Guildhall School of Music and Drama, will be held at NALGO Headquarters on Monday evenings from 6.45 to 8.15, beginning on January 10, and the fee for the course is £1 1s. Almost all the available places have already been booked, I hear, so that other members interested should apply at once—through their branch or education secretary or direct to A. E. Odell, honorary secretary of the district education committee, 28, Felstead Road, Wanstead, E.11.

Still Longer Long Service

MY suggestion in the November journal that J. J. BARKER, Birkenhead, and H. F. BRADBURN, Worcester, were probably joint holders of the longest service record (with 55 years each) has been promptly challenged by Hornsey branch, one of whose retired members, W. J. GRAY, achieved 56 years' continuous service. Appointed in August, 1891, as "office lad" to the Hornsey Local Board, at a salary of £20 a year, he progressed through the treasurer's department to the position of rate collector, which he held until he retired in September, 1947. Throughout this time he had only three days' sick leave—which sounds to me like a record on its own.

And More Women Clerks

I WAS equally rash last month, I find, in hailing Mrs. ROSAMUND TAYLOR as the first woman clerk to a rural district council. Since then,

my postbag has revealed that there are at least two other women R.D. clerks and one deputy town clerk, while one correspondent remembers a Mrs. GREATHEAD being clerk to Reeth R.D.C. some 25 to 30 years ago! My apologies, therefore, to Miss A. M. CHAMBERLAIN, clerk to the Norman Cross (Hunts) R.D.C., Miss ELIZABETH NICHOLSON, clerk to Startford R.D.C., and Miss B. V. ENTWHISTLE, deputy town clerk of St. Albans, all of whom have held their posts for some years.

All Paid Up

CORNWALL county branch seems to be the breeding ground for perfect honorary treasurers. For three years in succession—though with a different officer each year—all subscriptions have been forwarded to Headquarters by the end of the financial year. With a membership of 454 this is no mean achievement. Is it also a record?

Won't Somebody Tell Him?

IN view of the suggestions which have been made that only Communists are fighting for higher pay in defiance of the Government's White Paper policy, I was amused to read the following question and answer in "Hansard" on December 8.

Mr. PIRATIN (Comm., Mile End) asked the Chancellor of the Exchequer if he is aware of the number of cases in which the salaries of local government officials have been increased since the issue of the White Paper on Personal Incomes; whether his policy as laid down in that White Paper is intended to apply to local government officials also; and if he will draw the attention of local authorities to this.

Sir S. CRIPPS: The salaries of local government officers are not in general subject to the control of the central Government, but the attention of local authorities was specially drawn by a Ministry of Health circular on April 2 last to the White Paper on Personal Incomes, Costs and Prices.

Tutors Wanted

MEMBERS qualified by examination or experience to lecture, advise on careers, or undertake tutorial work for the NALGO Correspondence Institute, are invited to write the education officer at Headquarters.

Exam. Condition Relaxed

BOTH the Corporation of Certificated Secretaries and the Chartered Institute of Secretaries announce that they will now consider as students for their intermediate examinations local government officers who have passed the promotion examination even though they have not matriculated. The Chartered Institute, however, stipulates that such applicants must be over 25.

For Auld Lang Syne

OLD memories were revived at Newport, on December 16, when the branch held its reception for retired members. It is hoped, I understand, to make this an annual function, and, in addition, there will be facilities for past members

to meet together regularly during the year.

Legislation and the Family

THE British Social Hygiene Council and the Town and County Planning Association have announced their fourth jointly sponsored conference on the family to be held at the Conway Hall, Regent Lion Square, W.C.1, on January 20 and 21. The conference is entitled "The New Social Legislation and the Family," and is intended mainly for representatives of local authorities. Further information and tickets from either body.

Bouquet for Legal Officer

APPRECIATION of the services rendered by W. C. ANDERSON, NALGO's legal officer, is recorded in the minutes of the Electricity Supply Industry Employees' National Committee. The secretary is reported as having described him as the "dominant figure" at a conference on superannuation and compensation with members of the civil service and the legal advisers to the Ministry of Health, at which his opinions were appreciated and readily accepted, while the chairman confessed that Mr. Anderson has caused him to alter his ideas about the legal profession!

District Staff Changes

L. G. JONES, former assistant district officer in the Metropolitan office, has now been transferred to the Eastern district to assist J. R. E. SABINE. D. KENNEDY, formerly administrative assistant in the fire section of Logoma, has been assisting ALAN PROCKTOR in the South-eastern district since July.

Members Take a Bow

THEATRICAL talent among members is bringing both personal triumph and valuable contributions to the Benevolent Fund. TOM HALL, of New Wear Electricity branch, made music his hobby and is now a well-known tenor in the North, where he specialises in concerts and oratorios and frequent broadcasts; and the Hove Municipal Officers' Dramatic Society successfully produced two plays last year, from the proceeds of which the Benevolent Fund benefits to the tune of £21.

Twenty-First Birthday

NEW president of Chingford branch, I hear, is HENRY C. WOODWARD, one of the "several" founders of the branch in 1927. To celebrate his 21 years as secretary during which time the membership has increased from seven to more than 100, his colleagues presented him with a gold wrist-watch.

Ave atque Vale

E. F. C. BENNETT, president of Staines branch, has retired after 18 years' membership.

W. NELSON, chief clerk, Croydon education committee, has retired after 51 years' service at Dewsbur West Riding, and Croydon. A founder member of the last-name branch, he has for many years been active in sport and social activities in the Metropolitan district.

W. J. SAUNDERS, chief assistant Torquay treasurer's department, has retired after 44 years' service. NALGO member since 1908, he helped to found his present branch and was formerly a member Devon county branch.

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SCOTTISH NOTES

Staff Side Seeks Adjustments in A.P.T. and Miscellaneous Grades

THE staff side of the Scottish Joint Industrial Council will submit proposals to the next meeting of the Council's executive committee for the removal of anomalies created in the A.P.T. division of the Scottish Charter by the consolidation award. An application has been made for an increase in miscellaneous grade salaries by restoring them to the position of advantage over the general division which they enjoyed before the award.

Appeals Machinery.—The executive has agreed to recommend the Council to provide appeals machinery under para. 28 of the Charter. The absence of such national machinery has, in the past, prejudiced the interests of members in authorities where regard has not been paid to comparative gradings and classifications. As a result, there is less uniformity in Scotland than there is in England. In emphasising the need for such machinery, the staff side gave an assurance that it would itself "vet" any appeals made, so that only those with real merit were referred to the J.I.C.

Such a provision would not give every officer an absolute right to appeal to the N.J.C. as in England, but it would help to implement the general principles of the Charter. If uniformity of grading could be achieved in this way, one of the staff's main grievances would be removed.

Additional Duties.—The executive approved the following recommendation in regard to officers temporarily undertaking additional duties:

"That where, for reasons other than absence through leave or sickness, an officer is required temporarily, for a continuous period exceeding two months, to undertake the duties of a post the grade of which is higher than his own grade, the local authority concerned should grant any such officer an additional allowance, determined with regard to the salary scale for the higher post, the extent of the additional duties and responsibility, and the period for which these are undertaken. Provided that it shall be at the discretion of a local authority to grant such additional allowance where extra duties and responsibility are undertaken in consequence of the absence of an officer through sickness for a prolonged period."

From My Bookshelf

Parliament Explained

ALL who take an intelligent interest in the ways of government will welcome the third edition of SIR COURTENAY ILBERT's classic manual on *Parliament* (Home University Library, Oxford, 5s.), which has been brought up to date by SIR CECIL CARR. This skilful piece of compression puts our parliamentary institutions in their historical setting, makes clear their practical utility as well as their archaic trappings, and discusses objectively some controversial aspects of the subject.

A Garland

AN old friend appears in a new realm of book production: NEVILLE HOBSON, the virile protagonist of rural and other smaller authorities, has produced *A Treasury of Inspiration* (Archibald & Johnsons, Hull, 10s.), in which he adopts, and adapts, a number of wise and witty words spoken by others and reproduces some of his own. They cover many subjects, but most are inspired by strong moral purpose. The profits will go to the support of a boys' club in Beverley, which Mr. Hobson founded forty years ago.

Clarke's Fourteenth Edition

THE fourteenth edition of JOHN J. CLARKE'S *Local Government of the United Kingdom* (Pitman, 25s.) is dated 1948, but Mr. Clarke signed his preface in April, 1947. It is, therefore, perforce without some important recent legislation. It retains the familiar features of Mr. Clarke's works, of which the most prominent is his practice of setting out at length the contents of historical documents—Royal Commission reports, statutes, and the like—without explaining their context or inter-relations. The result is a useful work of reference on the topics which the author selects for mention but not a connected

Grouping.—An appeal by Grangemouth burgh council to be transferred to Group 2, as from November, 1946, was disallowed by the appeals committee. The decision will affect clerical, administrative, and manual workers.

Trade Disputes

Greenock Harbour Trust dispute has now been settled by negotiations under the auspices of the Ministry of Labour. The scales approved are those of the Charter up to Grade V and in most cases salaries conform to Charter grading. This settlement and earlier salary adjustments which followed NALGO claims have effected substantial improvements for most clerical officers.

Leamington burgh council has agreed to apply the Charter in its entirety, and it is understood that staff grading is in progress.

National Health Service

The clerical and administrative health staffs' council has agreed to apply group 1 salaries to all

Why Not a Better "L.G.S."?—A Reply to Critics

BURTON-ON-TRENT branch has protested to Headquarters against "the bad printing of LOCAL GOVERNMENT SERVICE and the poor quality of the paper used." It thinks, too, that the type used is "far too small to be legible."

We readily admit that "L.G.S." does not compare with some other periodicals and, thinking that other branches and members may wonder why NALGO does not produce a journal with lavish display, high-quality paper, and fine-art printing, we should like to explain the position.

Two factors prevent substantial improvement of the journal today—paper and cost.

The amount of paper allocated for the printing of "L.G.S." is strictly rationed and is about 40 per cent. of the weight of paper used in 1939. But, since 1939, the circulation of the journal has nearly doubled (it is now 195,000 copies a month). That means that, if we are to supply each member with a copy, that copy may not weigh more than about one-quarter of the weight of a pre-war journal.

The only way in which we can publish a journal of reasonable size, therefore, is to use the thinnest

presentation of the subject as a whole. There remains an excess of obsolete material.

The Law For Everyone

ANOTHER familiar friend in a new rig-out is *Every Man's Own Lawyer* (Technical Press, Kingston, Surrey, 25s.). The first revised edition since 1939 has just appeared. Like most compilations, its parts are of unequal value; it would be unfair to judge this 900-page volume by a single section, like that on local government, which seems scrappy and ill-arranged. The purport of the book is to help the layman, not the specialist reader. The introduction boldly claims that its object is to enable those who consult it to dispense, as far as possible, with professional advice. A more modest and accurate view would be that it will give the inexperienced an insight to the complexity of the law and perhaps help them to avoid getting entangled in it.

Mixed Bag

Social Work in the New Health Service (Functional Medical Association, 9d.) explains the functions of almoners and other social workers and claims a more influential place for them in the national health scheme. *Why Housing Associations?* National Council of Social Service, 6d.) tells you what a housing association is, how you set about establishing one, and what a valuable supplement it may be to the efforts of local authorities in providing homes, especially for old people. *Biology and Human Affairs* is not so heavy as it sounds; as its title claims, it relates biology to a wide range of human activities, including teaching, health services, industry, and other social work with which local government officers are associated. It is clearly written by experts who know how to appeal to the general reader. The magazine appears quarterly and costs 10s. a year (British Social Hygiene Council).

clerical staffs from November last. This means that all those transferred from local authorities of group 2 or 3 will benefit immediately. In the A.P.T. division, the bonus payment is to be consolidated at £60, which means equality for women in that division.

A Pension Granted

A West of Scotland gas undertaking, although it has no superannuation scheme, has agreed, at NALGO's suggestion, to pay a retiring officer the maximum allowance under the Local Government Superannuation Act, 1937.

Registrars

Counsel's opinion on the legality of the appointment of multiple assistant registrars is now being considered by the Scottish district law and parliamentary committee.

Transport Staffs

Contacts have been made with transport staffs in non-statutory undertakings, and it is expected that recruitment will begin soon.

Electricity Staffs Transfer

Motherwell electricity staffs, previously employed by the corporation and in membership of the Clerical and Administrative Workers' Union, have transferred to NALGO.

paper available. Were we to use high-quality paper of the kind on which the more expensive magazines are printed, we should be compelled either to reduce the size of the journal from 24 to 12 pages a month, or to send branches only half as many journals as they have members and require members to share their journals.

The N.E.C. considers that it is more important that every member should have a copy of the journal, and that it should be as big as it is possible to make it, even if that does mean using light-weight paper.

In fact, however, the paper used for printing "L.G.S." compares favourably with that used by most newspapers and many periodicals: it is practically identical with that used by "Picture Post."

The second factor is cost. At present, it costs approximately £1,150 a month to print 195,000 copies of "L.G.S." Were we to use the "art" paper on which women's fashion magazines are printed, not only would the journal be half the size, it would cost very much more—possibly double what it costs to-day. It would also have to be printed "flat" instead of on a rotary press and would take three times as long as it does now to print—with the result that such news as was published would be at least a month old.

NALGO members can have a better-looking journal if they want it—but it will be half the size of the present one, it will be unable to publish up-to-date news, and it will cost them anything up to £15,000 a year more.

Burton-on-Trent also complains that the type used is "too small to be legible." While we should like to use bigger type, we are surprised at this criticism. For the type used in "L.G.S." is exactly the same as that used by "The Times," for which it was specially designed.

We are ready to try any device to improve legibility and, as an experiment, on page 278 have set the type in four columns instead of three, in the hope that the shorter line will help. What do readers think?

We use small type only because space in the journal is so restricted. Every month we have to leave out far more than we print.

We want to publish more articles. We want to publish more news. We want to publish more letters, photographs, cartoons. But if we use bigger type we should have to publish still less than we do to-day.

In any event, however, we do not agree that "L.G.S." is badly printed. Readers who think it is make the mistake of comparing it with a small circulation magazine costing 1s. or more a copy. But "L.G.S." is printed in the same way as a newspaper—with so big a circulation it must be—and costs about the same. If readers will compare it with their daily paper, we think they will agree that it is well printed. The Council of Industrial Design thought so in 1946, when it selected it for display in the "Britain Can Make It" exhibition as an example of high-class rotar printing and typographical design under the austere conditions of periodical production in Britain to-day.

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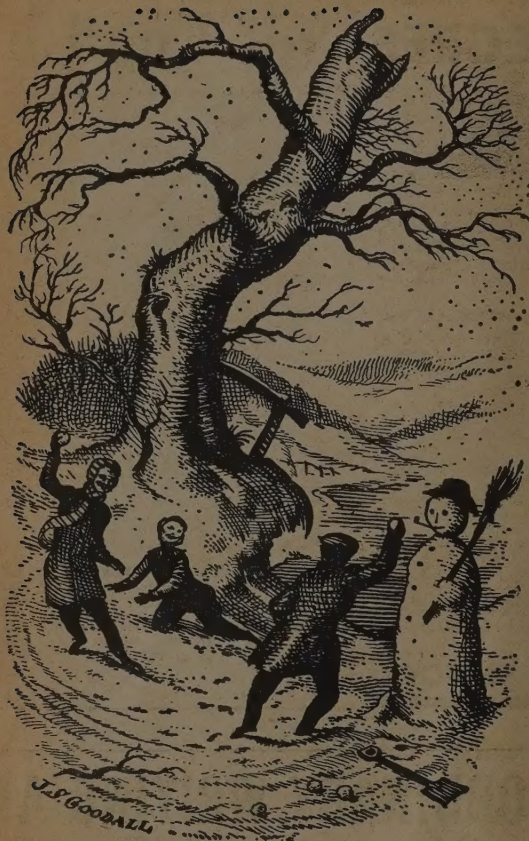
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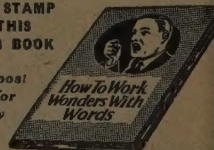
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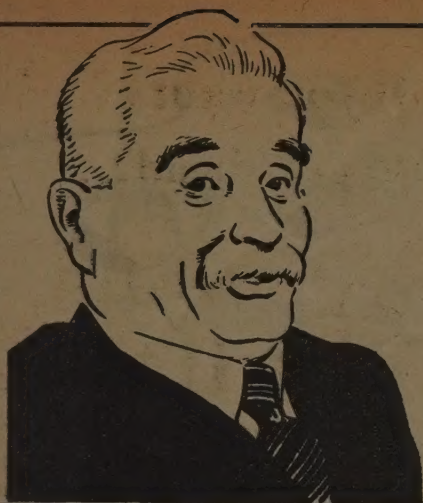
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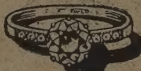
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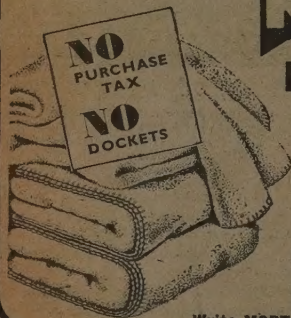
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